

State

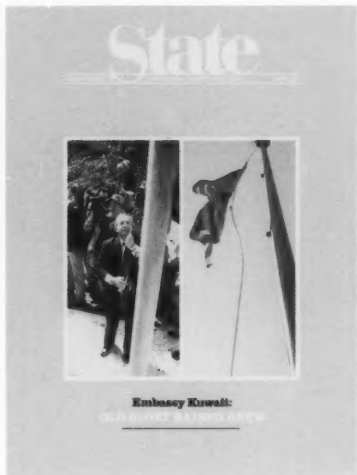
The Newsletter

United States Department of State

April 1991



**Embassy Kuwait:
OLD GLORY RAISED ANEW**



THE COVER—The story, with more photographs, starts on Page 2. (Cover photos by Chip Beck)

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments that may affect operations or personnel. The magazine also extends limited coverage to overseas operations of the U.S. and Foreign Commercial Service of the Commerce Department and the Foreign Agricultural Service and the Animal and Plant Health Inspection Service of the Agriculture Department.

There are 11 monthly issues (none in June). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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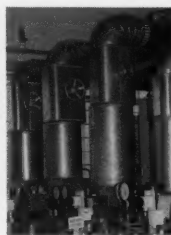


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Letters to the Editor

'Stop apologizing'

WASHINGTON

DEAR EDITOR:

Stop apologizing for the November cartoon featuring the Drug Enforcement Administration agents. The expressions of shock and surprise are overdone.

Are narcotics agents so thin-skinned that they cannot take a little kidding?

Are relations between State and the Drug Enforcement Administration so fragile that the assistant secretary for international narcotics matters feels it necessary to express outrage over a harmless note of levity?

Come on, guys, lighten up. It was not a very funny cartoon, but any attempt to

bring some life into our house organ should be encouraged, to balance the endless columns glorifying trivial accomplishments and congratulating each other on our achievements.

Sincerely,
JAMES J. GORMLEY □

'Our own travel agents'

WASHINGTON

DEAR EDITOR:

I appreciate the intent of an article in your March issue, "How not to lose money on official travel." What angered me as the underlying message. The author writes that Government regulations require the trav-

—(Continued on Page 51)

The Gulf War

A Department officer on active military duty tells his story

He sees the American flag raised again at Embassy Kuwait

BY CHIP BECK

The author is a political/military officer assigned to the Policy Research Group.

OVER THE PAST 23 years, I've witnessed the withdrawal of American forces or the evacuation of U.S. embassy personnel from many locations around the world: Vietnam, Laos, Cambodia and Beirut among them. I've been in countries where U.S. foreign policy has suffered setbacks: in Asia, Africa, Central America and the Middle East.

It was, therefore, an absolute joy to be part of the liberation forces that entered Kuwait in late February, and to be standing only three feet away from the American ambassador Edward Gnehm, as he raised our flag over a free city and a free country.

The day before, on February 27, I entered Kuwait City with elements of the 1st Marine Division, which took and secured Kuwait International Airport. Shortly thereafter, I toured the newly-liberated capital with Major General James Myatt, commanding the division. We passed the embassy compound as we made our way slowly through the city streets and

'It was the absolute reverse of Vietnam ... America was back in more ways than one'

throng of cheering Kuwaitis.

I had spent nearly five years in Indochina as a combatant, and was in Cambodia and, two weeks later, Vietnam when those countries fell to the Communists. That was in April 1975.

Now I was standing on a rampart of the American embassy compound as U.S. Army Special Forces rappelled down ropes from helicopters to the rooftops of the embassy. The visual impact of this moment was astounding. It was the absolute reverse of Vietnam. America, it seemed to me as I watched, was back in more ways than one. It was back in Kuwait, and it was back in the world as a nation that can achieve worthy goals.

Around 1300 hours, the sky turning black and ominous with the advance of an approaching storm and smoke from hundreds of burning oil wells, I arrived at the embassy just as it was being surrounded by the Special Forces. Shortly afterward, British helicopters flew in from the sea and



The author with his military gear (no crayons showing).

began landing inside the British embassy, a half-mile down the coastal highway.

At 1400 hours, the helicopters began landing on the rooftops and inside the embassy compound's parking lot. By this time, I had secured my own vantage point with a front-row seat overlooking the compound. It was clear to me as I watched that the scenes were historic. It seemed an entirely appropriate ending to the journey I'd made throughout the war landscape in the previous two months. I wondered if it was some sort of destiny that brought me to watch the retaking of property so gallantly held and reluctantly abandoned by my colleagues only a few months earlier.

The next day, I revisited the embassy compound, having slept nearby along the cornice during a cold and drizzly night. By morning, however, the skies were clear and bright. I learned that embassy staff members were due back in Kuwait later that day, and I decided to photograph the event for STATE magazine.

After taking pictures of the Special Forces and Seal teams inside the compound, I was present when deputy chief of mission Mark Johnson and the embassy advance team arrived by helicopter. I introduced myself, and escorted them to the nearby

(Photos by Chip Beck)

Kuwait International Hotel, where they were to set up temporary offices. An hour later, Ambassador Gnehm arrived by helicopter, the dust swirling up in the faces of waiting soldiers, reporters and others, but in no way dampening our enthusiasm. The ambassador marched directly to the flagpole at the far end of the compound, walking between two long columns of Special Forces soldiers standing at "salute arms."

When he reached the pole, the American soldiers hauled down a temporary flag, folded it and presented it to the ambassador. He in turn gave them the old faded, but proud, flag that former Ambassador Nathaniel Howell had recovered upon his departure before the shooting started. The old flag, somehow "new" again, was quickly raised over the compound and a free Kuwait, snapping smartly in the breeze for all the world to see.

It was a long way and a long time between Saigon and Kuwait City, but the journey there, for America and for me personally, was worth it. By way of background, I was recalled to active duty with the Navy on January 10 as a combat artist. In the role of an artist engaged in bureaucratic combat, I had created "Supercrat" for STATE magazine in 1979. It was at Christmas time that I received a call asking if I would mind going to war again, this time armed with my "crayons and No. 2 pencils" instead of an M-16.



A U.S. Marine, with dogtag on his weapon.

So for 53 days, for the duration of Operation Desert Storm, I wandered the war zone, on land and at sea, trying to anticipate events and be where the action was. My orders from the Navy were simple: Witness history and record it. Where I went, how I got there, how I survived were left up to

me. Nominally, I was assigned to the flagship U.S.S. Blueridge, but I probably spent only four days aboard her, just time enough to shower and change clothes before setting off again.

Guessing when the war was to start was a bit tricky, but I was fortunate to have some help. As I was getting ready to leave



Iraqi prisoners of war show off cartons of juice and milk.

the Blueridge and head into Saudi Arabia, I spoke with Admiral Stan Arthur, commander of the U.S. naval forces.

"Admiral, I know there are things you can't reveal, but just where do you think I should be in the next few days, from an historical vantage point?" I asked.

"From an historical perspective," he replied, a slight smile appearing on his face, "I think you should be on an aircraft carrier." He added: "Tonight." The date was January 16.

So it was that I flew to the U.S.S. Ranger and witnessed the first waves of air-

"I think you should be on an aircraft carrier." He added: "Tonight."

craft sent to hit Iraqi targets in Kuwait and Iraq. It was a night I'll never forget.

In all the wars past, I had never been in the position of "waiting" for one to begin. The others had all been in progress when I arrived. This night, however, was heavy with anticipation. It was obvious from activity aboard the Ranger—uploading of armed bombs aboard the F-14 Tomcats and A-6 Intruders—that the war was likely to begin that night. However, it was still a chilling feeling, at 0200 hours Gulf time, to hear the captain of the Ranger announce to the crew that President Bush had just given the order "to commence Operation Desert Storm, the liberation of Kuwait." An hour later, the first strikes against Iraqi targets began. It wasn't until two hours after that that White House spokesman Marlin Fitz-

water announced the decision to America and the world.

From the carrier, I returned briefly to the *Blueridge*, then hitched a helicopter ride into northern Saudi Arabia with the commander of the fleet Marine force, Major General Walt Boomer. I spent part of my first night ashore, sitting in a dirt bunker as Iraqi artillery hit parts of the Marine line.

It was also the night I heard General Boomer say something in private that was both very ambitious and prophetic. In response to a journalist's off-the-record inquiry as to when the ground war would start, the general replied: "What's the rush?" He went on to relate how he wanted the eventual ground war to result in no more casualties than the air war apparently was producing at that point. By the time Kuwait was liberated, I'd say General Boomer had accomplished his goal.

In completing my own mission, I tried to link up with as many Navy and Marine elements at sea and on land as possible. In the process, my travels became something of an adventure. Although my orders permitted me to travel virtually anywhere at any time, I still had to find my own means of travel, lodging and food. Sometimes this meant sleeping in sub-freezing temperatures on barren stretches of sand on the Kuwaiti

'As to when the ground war would start, the general replied: "What's the rush?"'

border. At other times it meant sleeping in the general manager's spare room in a villa at a five-star hotel. Sometimes it meant eating M.R.E.s (meals ready to eat). At other times it meant partaking of a pastry buffet so vast I was sure I'd gain 10 pounds just walking by it.

Once, it meant traveling from Bahrain to al-Khafji (a town under siege on the Saudi-Kuwaiti border), in the back of a pickup truck. At the end of the war, it involved riding all the way back from the Gulf to Norfolk as the sole passenger on an empty Pan Am 747 jumbo jet, one of my better coups as a wartime hitch-hiker.

In my job to cover the war from an historical perspective, I tried to focus on the men and women who made up the coalition forces. Equipment aside, for me the story of any conflict centers on the people. Without them, there's no story. And this war certainly had people and stories to see and tell about. On the Kuwaiti border in late January, when the temperatures fell to low 30s and fierce winds drove the wind chill factor into the teens, I thought I'd been trans-



The *Missouri* opens fire.



A U.S. Marine in newly-liberated Kuwait.



Kuwaiti girl holds pictures of the author's children.

ported back into time to the frozen wastelands of Inchon or to General George Washington's winter encampment at Valley Forge. We were supposed to be in a desert war where sunshine and heat prevailed. Yet there we were, a collection of chilled soldiers, wearing an odd assortment of rags, scarves, hoods and bits of cloth to shield our ears, hands and faces from some of the most bitter cold I've ever experienced. (My sleeping bag had ice—real ice—on it one

morning when I awoke.)

Toward the end of the war, I saw faces that told a different story. Thousands of Iraqi prisoners of war were transported to the rear lines as they were captured or surrendered to coalition forces. They were a sad, frightened, pathetic lot, yet somehow happy to be in the hands of the Americans and away from the control of Saddam. As I stood in the middle of a long, dusty road, photographing the multitude of prisoners going by, they began waving and cheering to me. Many shouted: "Down with Saddam!" and gave the V sign. In many ways, a victory for our side was a victory for the poor souls and Iraqi peasants who were as



Marines secure the Kuwait airport.
much victimized by Saddam as were the people of Kuwait.

When the ground war started, I was aboard the battleship U.S.S. Missouri, 12 miles off the Kuwaiti coast. It was shelling targets on Faylaga Island and the Kuwait mainland. From that distance I could see the easternmost of the burning oil fields. Two days later, after a hectic voyage of over 300 miles, I was flying at 100 feet above the ground, through massive clouds of burning

**'My sleeping bag had ice—
real ice—on it'**

oil, en route to Kuwait International Airport with Marine infantry units tasked with taking and securing the airport.

A few hours after we landed, I could see that any doubts I may have had about the value of Operation Desert Storm were now completely dispelled as thousands of Kuwaitis came out from hiding and cheered us while we slowly wound our way through



Marine at the taking of the Kuwait airport.



Captured Iraqi weapons, at the Kuwait airport.



Burning oil fields in central Kuwait.



The author—on the Arab "street."



American soldiers as they retake the embassy.



Navy SEALs and their attack buggies, inside the embassy compound.



U.S. Special Forces soldier, who helped secure the embassy.



Embassy compound a few moments after it was liberated.



Kuwaiti woman seeks autographs from U.S. soldiers.



Helicopter carrying Ambassador Edward Gnehm arrives at the embassy.



Ambassador *Edward Gnehm*, tie waving, arrives in the embassy compound.



Deputy chief of mission *Mark Johnson* and newly-arrived staffers survey the compound.



The author, center, with embassy staffers, from left: consular officer *Gale Rogers* and her husband, economic officer *Bruce Rogers*;

secretarial rover *Mary O'Neill*; political officer *Kevin Briscoe*.

the wreckage of the city. Old men in beards kissed us; women ululated in that eerie, warbling cry so familiar in Africa and the Middle East; little children threw candy to us; and people cried with joy—utter joy—that I have rarely witnessed in so many people.

A reporter asked me how I felt. "My last day in Indochina, I felt lousy," I replied, "but my first day in Kuwait City, I feel great!"

My pride in the American effort was further heightened the day after the embassy

was secured, with the arrival of Ambassador Gnehm and his advance staff. Although I was on active military duty, I joked to some of the Special Forces team that I was really the first State Department officer to regain entry to the embassy. When the ambassador got off the CH-53 helicopter, carrying the American flag with him, I introduced myself and kidded that "Supercrat" had secured the embassy for his arrival. Fortunately, he had a sense of humor.

A few minutes later, he raised the official flag above the embassy. Witnessing



Ambassador *Edward Gnehm* holds American flag that had been taken down by his predecessor, Ambassador *W. Nathaniel Howell*.

that historic moment, I felt that I had an ending to my story. From the decks of the U.S.S. *Ranger* to the inside of the freed American embassy in 50 days! It had been some adventure, particularly gratifying in light of the paucity of American casualties.

After the flag-raising ceremony, I put on my pack and began walking the streets of Kuwait, looking for a way south to Saudi Arabia and back home. As I walked, a Kuwaiti woman and her three children came up and offered me a flag, telling me of their ordeal at the hands of the Iraqis.

One of the children was a little girl the same age as my 2½-year-old daughter, Jessica. I pulled out a photo of Jessica that I carried in my pack and showed it to her. Unexpectedly, she took the picture and began kissing it, saying in Arabic: "Thanks for sending your daddy to help us."

If there could be any greater reward that a father, soldier, diplomat or artist could have, I can't imagine it. ■

News Highlights

New junior officer class includes 2 blind persons

Two persons who are blind (Maryanne Masterson and Avraham Rabby) were sworn in as Foreign Service officers on March 8 in a class of 44 that also included an Olympic hurdler (Leahseneth O'Neal), a ballet dancer (Joyce V. Seunarine), a tandem couple (J. Brinton and Marilyn Rowdybush), three spouses of Foreign Service officers (Lisa Carle, Andrew R. Young and Simone Whittemore) and three children of officers (Norman Terry, Michael Scanlan and Jason H. Horowitz).

Among speakers at the ceremony in the Benjamin Franklin Room were Congressmen Mervyn N. Dymally (D.-Calif.) and Gerry Sikorski (D.-Minn.), who had conducted hearings on employment of the blind at State. They credited director general Edward J. Perkins, who also spoke, with reversing Department policy that in effect had barred blind individuals from the Service.

Ms. Masterson, who walks with a dog—a black labrador retriever—has been paneled to Montreal as a consular officer. She joined the State Department in 1976 as a student assistant. After receiving her college education, she entered the Bureau of Consular Affairs on a full-time basis as a consular officer.

Mr. Rabby, who walks with a cane, is being posted to London as a consular officer. He had been working as a private consultant on human resources management.

Although the two are the first blind persons to be hired in the Foreign Service by the Department, they join six others at State—all in the Civil Service—who have varying degrees of visual impairment and who have been adjudged legally blind.

In recasting Department policy, Mr. Perkins acted against a background of improvements in technology. Ms. Masterson and Mr. Rabby will have the benefit of mechanical reading systems with voice output as they do their work. At the swearing-in, Mr. Perkins said the Service "can no

Aluminum can recycling

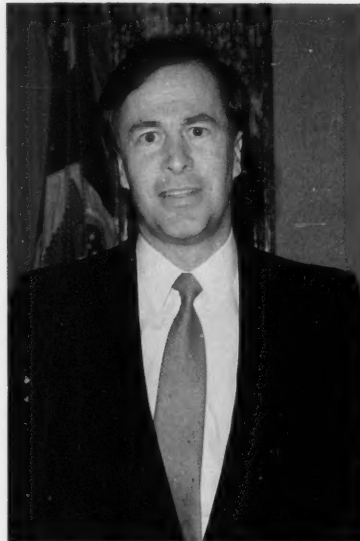
The Department has expanded its recycling program to include aluminum cans. Receptacles have been placed at each entrance to the cafeteria, at the concession stands near the D Street and 21st Street lobbies, and in freight elevator lobbies on certain floors. The elevators are No. 14, No. 23 and No. 31. □



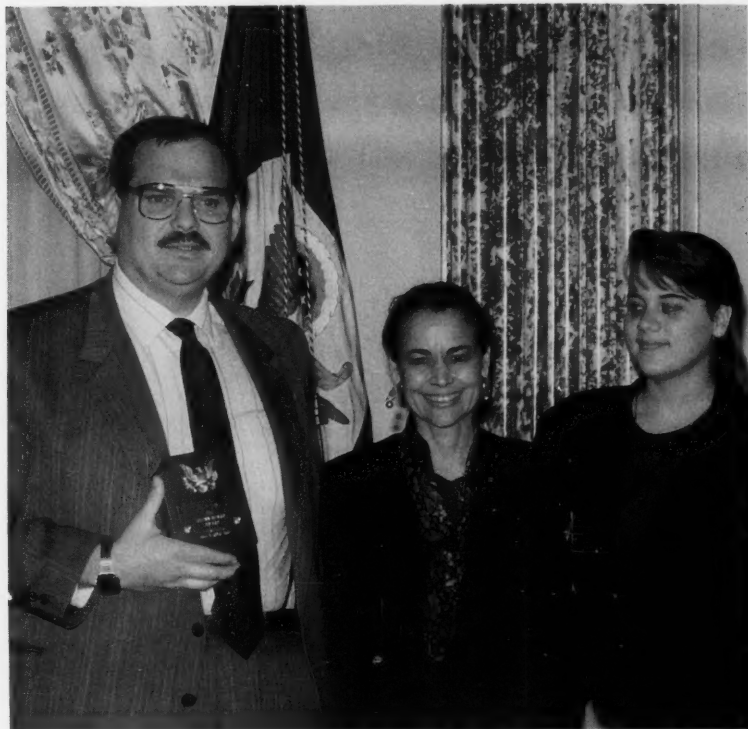
Avraham Rabby and Maryanne Masterson. (State Department photos by Ann Thomas)



Congressman Mervyn N. Dymally at the microphone. With him is Gerald Lueders, Foreign Service Institute.



Congressman Gerry Sikorski arrives in the Benjamin Franklin Room.



Ellis M. Estes, selected by his fellow class members as the officer who contributed the most to the class, receives the Glenn Munro Award, named for the officer who was in

charge of the orientation program until his death in 1987. With Mr. Estes are Therese Munro, widow of the officer, and their daughter, Tanya.

longer afford to be without representativeness of what makes our country strong—women, minorities and persons in other categories.”

This was the 55th junior officer class since enactment of the Foreign Service Act of 1980, and the 205th since 1954. The master of ceremonies, Gerald Lueders, director of junior officer orientation at the Foreign Service Institute, gave details about some other members of the class, then concluded his remarks with this observation: “So much for the stereotypical Foreign Service officer.”

Mr. Lueders said: “In order to get where they are today the members of this class have done just about everything. The building trades are represented with a former steelworker and an officer who made adobe bricks. The entertainment arts are represented by an actor, a maker of Vietnamese music videos, a disc jockey and a

radio talk show host. Quite a few of these new officers have worked in the food industry. Among them are bartenders, bakers, purveyors of pizzas, dairy workers and a cider press operator. Appreciating the fact that service is the operative word in Foreign Service, these new officers are no strangers to the service industry. One was a camp counselor for the handicapped, one was a salesperson in a department store who only sold designer clothes, one an electrical line worker, and one was an animal control officer.”

Average age of the class members is 33.6. □

Small business office

The Department's Office of Small and Disadvantaged Business Utilization has been transferred from the Office of the Under Secretary for Management to the Bureau of Administration. □

Leave it to the couriers, Department warns

Employees were reminded in a February 20 Department Notice of regulations which specify that “under no circumstances” will classified material be transmitted physically across international boundaries except by diplomatic courier or specially authorized nonprofessional diplomatic couriers. The notice said: “Non-professional diplomatic couriers are given such material for international transporting only in emergencies, when the professional service will not cover the area into which the pouch must be carried or the post to which the pouch is addressed within the time that official business must be conducted. In such isolated cases, the non-professional diplomatic courier must be in possession of a diplomatic passport and a courier letter, and the material must be enclosed in sealed diplomatic pouches until delivered to its official destination.

“Authorization to serve as a non-professional courier is granted, in the Department, by (the Bureau of Diplomatic Security). Abroad, formal authorization to serve as a nonprofessional courier is granted in writing by the principal officer of the mission from which the nonprofessional courier is originating his/her trip.” □

Special agent pleads guilty in claims case

Peter G. Murphy, who was a special agent in New York with the Bureau of Diplomatic Security, has pleaded guilty in Federal Court to a count of false claims against the Government. Agreeing to make restitution of \$7,020, he was given three years' probation and ordered to perform 200 hours of community service.

The court proceeding came after an investigation by the Office of Inspector General, into temporary lodging allowance and temporary duty claims submitted by Mr. Murphy, disclosed altered and fraudulent documents. As part of a negotiated plea agreement, he resigned from the Foreign Service. □

New phone directory

A new edition of the Department of State telephone directory is scheduled for publication next month. ■

Buy U.S. savings bonds through the Payroll Savings Plan. Donate part of your paycheck to the most deserving cause in the world—your future. □

Appointments

Pistor, Ward, Lambertson named for envoy posts

President Bush as of mid-March had named ambassadors for three more countries. All the nominations would require Senate confirmation. The posts and the persons named are:

—*Malawi*—Michael T. F. Pistor, counselor at USIA, to succeed George A. Trail III.

—*Niger*—Jennifer C. Ward, counselor for political affairs in Kingston, to succeed Carl C. Cundiff.

—*Thailand*—David Floyd Lambertson, diplomat-in-residence at the University of Kansas, to succeed Daniel A. Donohue.

Following are biographical sketches of the persons named.

* * *

Malawi

Michael T. F. Pistor has been the counselor of USIA since 1988. He joined the Foreign Service in 1959 and went to Tehran the following year. He was assigned to Kampala in 1961. He became branch public affairs officer in Douala in 1962. Next, he was student affairs officer in London, 1964-69, and program coordinator for Africa at USIA, 1969-70. He was deputy assistant director, then assistant director, for North Africa and the Near East at USIA, 1970-73.

After a tour as public affairs officer in London, he became director for congressional and public liaison at USIA in 1977. He went to New Delhi as public affairs officer in 1980. Then he was a Murrow fellow at Tufts' Fletcher School of Law and Diplomacy, 1984-85. He became director of press and publications at USIA in 1985, and acting deputy associate director of USIA's Bureau of Programs in 1986. He was director for North Africa, the Near East and South Asia at USIA, 1986-88.

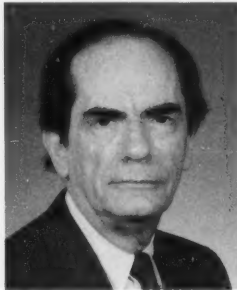
Mr. Pistor was born in Portland, Ore., on April 29, 1930. He received a bachelor's from the University of Arizona in 1952. He served in the Army, 1952-54. Before joining the Foreign Service, he was a radio announcer and writer in Tucson and a magazine editor in New York. He holds the Edward E. Murrow Award for Public Diplomacy. He is married to the former Shirley Lowry Scott; they have a daughter and a son.

* * *

Niger

Jennifer C. Ward has been counselor for political affairs in Kingston since 1989.

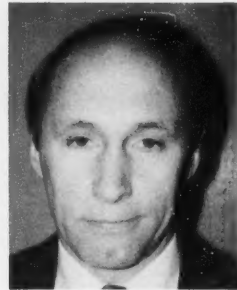
Ms. Ward began her career at State in



Mr. Pistor



Ms. Ward



Mr. Lambertson

1979 as deputy director of the Office of Inter-African Affairs. She went to Kinshasa as political counselor in 1981. Then she was senior watch officer in the Operations Center, 1983-84. She became deputy director of the Office of Security Assistance and Sales in 1984. She was deputy chief of mission in Dakar, 1986-89.

Ms. Ward was born in Worcestershire, England, on January 29, 1944. She received a bachelor's from Vassar and a master's and doctorate from the University of California.

Before her tenure at State, she taught at Princeton and the City University of New York. She was also staff director of the House Subcommittee on Africa and a consultant to the Department of Defense. She received Superior Honor Awards in 1986 and 1989. She has a daughter.

* * *

Thailand

David Floyd Lambertson has been diplomat-in-residence at the University of Kansas since earlier this year. He entered the Foreign Service in 1963. After studying Vietnamese at the Foreign Service Institute, he was assigned to the political section in Saigon in 1965. After Indonesian language studies, he went to Medan as vice consul in 1969. He was a liaison officer and press spokesman for the U.S. delegation to the Paris peace talks, 1971-73.

Then he was assigned to the Bureau of East Asian and Pacific Affairs as a policy planning officer, 1973-75. He became deputy director of the Office of Japanese Affairs in 1975. In 1977 he went to Tokyo as deputy chief of the political section. Next, he was assigned to the UN General Assembly, 1980, and attended the Royal College of Defense Studies in London, 1981. He became director of the Office of Korean Affairs in 1982. He served as deputy chief of mission in Canberra, 1984-86, and Seoul, 1986-87. He was deputy assistant secretary for East Asian and Pacific Affairs from 1987 until last year.

People at State

For the Office of the Deputy Secretary, a new roster has been published that includes **James B. Foley** as political adviser, with **Lisa Carty**, **Lee Litzenberger** and **James B. Warlick** as special assistants; **Kenneth I. Juster** as senior adviser to the deputy secretary; **Anne C. Richard** and **Daniel V. Speckhard** as advisers for policy and resources; **Robert L. Barry** as special adviser for eastern European assistance, with **Keith Smith** as his deputy, **Jeremy Curtin** and **Clifford Bond** as special assistants and **Karen Volker** as staff assistant; and **J. Ford Cooper** as special coordinator for the Partnership for Democracy and Development in Central America. □

Mr. Lambertson was born in Sabetha, Kan., on June 30, 1940. He received a bachelor's from the University of Redlands. He served in the Air Force Reserve, 1960-62. He holds a Meritorious Honor Award, Superior Honor Award and a Special Award from the National League of P.O.W./M.I.A. Families. He is married to Sacie Lambertson and has a stepdaughter and two stepsons. ■



BUDAPEST, Hungary—**Richard L. Baltimore III**, chargé, and **Frank J. Acs**, budget officer, right, congratulate **Karolyne (Kati) Dobai** on her 100th birthday. Ms. Dobai was employed by the embassy in Budapest in the maintenance department from 1922 to 1957. She never took a day of vacation during her 35 years.

Honors and Awards

Security agents O'Boyle, Walsh honored for valor

Diplomatic Security special agents Patrick O'Boyle and Timothy Walsh were awarded the Foreign Service Award for Valor at a special ceremony in the Treaty Room. Assistant Secretary Sheldon Krysc cited them for their "selfless dedication to duty in the face of dire personal danger, during the December 22, 1989, attack on the motorcade of the Embassy Panama's chargé d'affaires and Panama's first vice president."

They were nominated for the award by then-deputy chief of mission John A. Bushnell. In his nomination statements, he recalled he was escorting Ricardo Arias Calderon when the motorcade came under automatic weapons fire. He wrote:

"Special agent O'Boyle, the protective security detail's agent-in-charge, quickly assessed the situation and commenced directing the immediate action of his detail members, despite receiving continuous enemy fire into the automobile that shattered the vehicle's rear window, causing subsequent loss of rear vision. Special agent Walsh, assistant agent-in-charge, in the follow car, took charge of the detail members in his vehicle. During this phase of the attack, two of Mr. Calderon's bodyguards riding in an accompanying vehicle were wounded, one very seriously.

"In the ensuing moments, Mr. O'Boyle directed the top-speed movement of the limousine. By radio contact to Mr. Walsh, he insured the maintenance of the follow car's immediate proximity to the limousine carrying Mr. Bushnell, as the motorcade rapidly left the initial 'kill zone' of the ambush. As Mr. Walsh directed the suppressive fire of the other agents of the protective detail, Mr. O'Boyle continued to direct the movement of the limousine, thus aiding in the motorcade's successful exit from the immediate vicinity of the ambush site.

"Upon arrival at police headquarters, hasty refuge was sought within the main entrance. Amidst rocket-propelled grenade and mortar fire, and continuing heavy automatic weapons fire, Mr. O'Boyle and Mr. Walsh, in the company of other security detail bodyguards, and with complete disregard for their own personal safety and well-being, courageously shielded Mr. Bushnell in a rapid but doctrinally correct 'diamond' move from the chargé's limousine to the relative safety of the building.

"Once inside, passing immediate principal escort responsibilities to Mr. Walsh, Mr. O'Boyle established a covered position

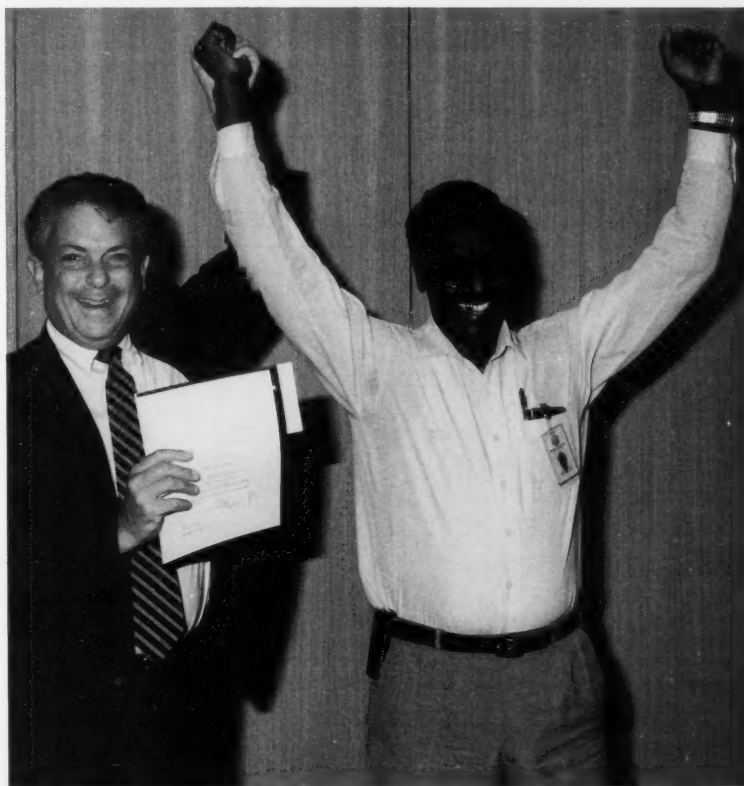
within the building adjacent to the main entrance, and delivered a situation and location report to the Marine security guards. With that communication link, the Marines were able to alert the U.S. Southern Command's Operation Center of the chargé's predicament, thereby arranging for evacuation assistance.

"During a lull in the enemy attack and upon the arrival of a U.S. military police security convoy dispatched to carry Mr. Bushnell, Mr. Calderon and the security detail members to safety, Mr. O'Boyle and Mr. Walsh, once again totally oblivious to their own personal safety, shielded Mr. Bushnell in the rapid running move from the building to the waiting vehicles. The convoy was able to exit the attack site and carried all hands to the safety of U.S. Southern Command Headquarters."

The two are currently assigned to the Mobile Security Training Division at the Diplomatic Security Training Center. ■



Special agents Timothy Walsh (left) and Patrick O'Boyle.



RIYADH, Saudi Arabia—Ambassador Chas. W. Freeman Jr. presents safe-driving award to his chauffeur, Mursal M. Abdullahi.

Promotion Boards

Panel member gives some insights on how they work

The message: you can influence your board

BY TERESA C. JONES

The author, a Foreign Service officer, is currently serving as a *Una Chapman Cox* fellow.

WHY DIDN'T I get promoted? Why did X, Y and Z get promoted? What goes on in the selection board? Is my career ruined—or just on hold?



Ms. Jones

this information will prove useful.

After an organizational meeting of all panels with the director general, members of my panel determined our basic procedures and working pace. We considered the candidates by cone or specialization (such as science officers). First we divided the files into batches of about 40. Then all panel members read every file in each group, before voting to group the candidates as "promotable," "mid-ranked" and "low-ranked." To be "promotable," a candidate had to be selected by at least one panel member. We were also required to select a certain number for consideration as low-ranked. Everyone else was mid-ranked. Once this division was complete, the Office of Performance Evaluation provided the actual promotion numbers, at which point we could vote again and add or drop names of those to be considered for promotion. Despite our differences in background and familiarity with the system, adherence to the precepts resulted in a surprising amount of agreement among the members on who belonged in the three groups.

Our schedule seemed to be tight enough to give us only the rumored "10 minutes per personnel file" (files could easily contain a dozen reports), but we spent at least double that on each file for the preliminary review (what's a little after-hours work when it's someone else's career?). We didn't automatically drop a file because the candidate had just become eligible for promotion. Nor did we "deep-

six" the files of those who had been in grade a long, long time.

After the coarse initial screening, we went into detailed comparisons—using a complicated point-scoring system. For example, for 40 candidates for promotion, each panel member could assign four 10s, four 9s and so on, down to 1. The highest score a candidate would get was a 60 (10 from each panel member), the lowest a 6. For all candidates judged promotable, we voted, discussed and revoted. The scoring system forced us to rank-order those competing for promotion, so that if you raised the score for one you had to drop it for another. The final placement was determined by the total score. We voted to break ties, and revoted all the candidates just above and just below the "promote line." We ranked many more for promotion than the actual "number" given us by the office, since that number could change. It was also important to indicate formally that an officer was a candidate for promotion, rather than just mid-ranking the officer.

We followed a similar procedure for low-ranked officers—only in this case we were looking to see whether they belonged in mid-rank or should stay low-ranked. And if low-ranked, we considered whether they

'We went into detailed comparisons, using a complicated system'

should be referred to a performance standards board for possible selection-out. A justification statement was required when a name was referred to that board. We also noted who should get meritorious step increases (based on outstanding and unwarded performance for the last rating period, not just because they were "bridesmaids" who didn't get promoted), and who should get counseling letters (these are de rigueur for low-ranked and optional for all others, including those promoted). Likewise, we noted which raters/reviewers should be commended or rebuked for their reports.

Before I began, I was afraid that language inflation would make it almost impossible to judge individual performance. I had visions of trying to decide a race with 100 horses all running neck-to-neck. At about the 10th report, however, it became clear that despite the mind-numbing and eyeball-wearying language used, most

evaluations were clearly distinct from each other.

We had a sanitized version of the par (personnel audit report) that left out birthdate, education background and family information. Essentially, all we had left was the assignments, the languages and training/course credits. The omissions made it very hard to compare the "potential in terms of economics skills" of economic officers, whose sole economic credentials came from Foreign Service Institute economic training, with those who had had extensive academic economic background which wasn't cited in their evaluation reports. So if you believe that your Ph.D. in economics or your law degree adds luster to your record, be aware that, unless it's mentioned in the evaluation report, the panel will never know.

It still pays to check out your file. Evaluations, long-term training reports and inspectors' evaluations go on the right side of the folder. A grab bag of award statements, kudo letters/cables and short-term training reports go on the left side. Our principal focus was on the employee evaluation reports and the long-term training entries (particularly economic training for economic officers). The awards helped provide additional information. Kudos also could provide useful information, but I would strongly recommend that you pull out the least meaningful kudos and reduce the size of your file, lest the commendations you want to stand out get lost in the mass.

It's sometimes said that the best writing in the Foreign Service is done on the evaluation reports. Unfortunately, this is not always the case. We tried our best to compensate for poorly-written evaluations of good performances. Following the precepts doggedly and filling in the blanks under the appropriate category (i.e., substantive knowledge, managerial skills, etc.) seemed to be the usual practice. This at least covers all the bases—even if it becomes paralyzingly dull to follow.

Underlining was useful for us. The best-written reports focused on specific "real" accomplishments that exemplified outstanding strengths and potential in the "precepts" areas (so don't ignore the precepts). Such reports gave us a "feel" for the officer and a picture of a real human being behind the verbiage. After reading such a report, you would know whether you wanted this person on your team and why.

Every rating officer should also

remember that the panels can call for your rating officer file. In order to place exceptionally laudatory or tepid reports in perspective, we often exercised our right to look at these files. Thus, if you've done practically identical superlaudatory reports on the people in your office, you won't have helped any of them much. It also doesn't help to laud Officer 1 for management skills and Officer 2 (the replacement) for cleaning up the management mess. Since raters should be judged by their supervisory abilities, we hope to see it reflected in the care and thoughtfulness of the reports—and the counseling done to

'We really noticed when someone said an individual had demonstrated potential'

enhance performance by those supervised. The section on potential was weakest when it merely rehashed the list of accomplishments. It was strongest when the rating officer used other examples to illustrate the major points. I expected to see practically every officer rated as a potential ambassador. In fact, there seemed to be little inflation. Thus, we really noticed when someone said that an individual had demonstrated potential for the Senior Foreign Service.

We found the "areas for improvement" section often inane or irrelevant, reflecting the reluctance of rating officers to "nick" their subordinates or open the potential for an extensive battle with them. In fact, a good report could be diminished because there was no credible "area for improvement." The best statements were realistic, clearly indicated that rater and ratee had discussed improvement early in the rating cycle, and then documented both counseling and results. Thus, the section could be used to achieve real gains in performance. It won't hurt to review all your "nicks" in previous reports, to see if there is a pattern—if you see one, the promotion panels will certainly see it also.

The review statement could make the difference between being the "bride" or remaining a "bridesmaid". A scanty or pro forma review statement can hurt. The senior officer who assumes that his bald "promote this officer" statements will suffice is wrong. The best statements did not rehash the rest of the report. In some cases, well-written review statements were instrumental in our decision to promote an officer. Review statements also contribute crucial information on the relation between rater and ratee.

Your personal statement, informally

designated as the "suicide box," is well-named. If you're criticized for being wordy, your five-page single-spaced statement will supply the coup de grace. If you're criticized for poor grammar, six grammatical errors in your statement will finish you. But ignoring a serious "nick" such as "significant interpersonal difficulties with co-workers" signals either indifference or stupidity. Yet it also takes a skilled hand to sound positive without sounding like an egomaniac. The panel reads these statements carefully. This is "your time at bat." In several cases, these statements were enough to nullify potentially damaging reports.

Although greater emphasis is being placed on training for career enhancement, training reports generally didn't make much difference, provided the candidate turned in a strong performance. However, failing economic training obviously could reflect on potential.

Inspector's efficiency reports were useful in providing a different viewpoint. In fact, our panel recommended that the director general consider having inspectors' reports supplement evaluations of officers on detail to other agencies.

This was the first year in recent times when the multifunctional panel met before

the functional panels. Moreover, in contrast to previous years, officers had to request review by the multifunctional panel. Consequently, the existence of the multifunctional panel meant that the functional panels gave primary emphasis to functional (conal) skills in making their decisions, even when an officer with a very strong multifunctional record showed generally valuable (nonconal) skills and potential. We saw a fair number of records where the officers had served in enough multifunctional assignments to be less competitive in their primary cone, and we ended by doing an enormous number of counseling letters alerting the rated officers to their "neither here nor there" status. We hope that next year the issue will be clearer and everyone gets a fair hearing, whatever their assignment pattern.

So who got promoted? In our eyes here's what made the difference:

—*Time in grade.* When all other things were equal, longer time in grade did make a difference. Someone who was brilliant for five years usually got higher scores than someone who was equally brilliant for three.

—*Assignments and postings.* We stuck to the precepts in taking into account hardship posts, variety of assignments, details

From the Director General

Multifunctionality: an announcement is at hand

BY EDWARD J. PERKINS

The author is director general of the Foreign Service and the Department's director of personnel.

The Bureau of Personnel is preparing for the next open season for qualified officers to apply for the multifunctional skill code. An announcement is on the way spelling out the requirements to qualify and the mechanics for applying. Officers at the 03, 02, 01 and OC grades are eligible to apply.

The object of this exercise is to produce rounded officers who will be better prepared for the challenges they'll encounter at each stage of their careers. Ultimately, we want to develop the best possible cadre of senior managers. To do this, we're encouraging officers to seek a

blend of assignments which will develop both managerial skills and policy formulation/implementation abilities. A classic example is the administrative generalist who goes from a general services officer tour to being a desk officer. In turn, I hope that political and economic officers, who often find it difficult to get managerial experience at mid-level, would think seriously about consular tours abroad.

A major incentive for officers to develop their careers in this way is that a number of promotions will be accorded to officers at 03, 02, 01 and OC who have acquired the multifunctional skill code.

In the last promotion cycle, 109 promotions were multifunctional.

An important reminder: An officer must revalidate the multifunctional credential after each promotion—whether the promotion was multifunctional or not.

So please pay close attention to the multifunctional skill code announcement. Questions about multifunctionality should be directed to the appropriate career development officer. ■



and types of jobs. If the assignment, whether at State or at other agencies, gave you a chance to really show your conal skills and your potential (à la precepts), then it helped. If your assignment had no real "meat," no matter how close it was to the centers of power your accomplishments looked less impressive. It was always impressive when someone got stellar ratings from two different rating and reviewing officers. Occasionally an officer would be handicapped by having the same rating officer writing the same deadly prose for several rating periods. We did try our best to mine the gold in the reports, even if it did seem there were tons of granite between the nuggets.

—*Race and sex.* No effect. We didn't see a single report that clearly was for a female or male officer. We saw no codeword language for subgroups (i.e., identifiable minorities and such). The panels are never given information on the ethnic status of the rated officer.

—*Washington vs. overseas.* We tended to take seriously the guidance in the precepts to consider hardship posts and to consider the specifics of the work. A minor position in a big European embassy could show off a lot fewer skills than a position as embassy mainstay in a less-developed country. The smaller pond makes any frog look bigger. We were also impressed by those functional officers who were able to extend their skills in several geographic areas. In that respect, "superstaff" positions in Washington (or in ambassador staff aide slots) tended to be less impressive because they rarely allowed an officer to show functional strengths beyond speed in pushing

'You have the right to ask the Bureau of Personnel to bar a panel member'

paper. Thus, in general, we found it was easier to be impressed by accomplishments overseas than in Department functional bureau assignments—especially if those desk assignments were in arcane areas with minimal State responsibility. This disparity was especially true if the reports were written by civil servants at State or in other agencies who were uncomfortable addressing the issue of potential to rise to the senior ranks of the Foreign Service. In such instances, the officer owes it to himself to be seriously involved in the evaluation report drafting process.

Some myths and realities:

Myths: You can never get away from that "killer" report.

Reality: Yes you can—but it will take a while. Panels generally focus on the past five years, or back to the last promotion, whichever is longer. Thus something that happened early in a career is long gone by the time an officer is at mid-career level. Likewise, a poor report since the most recent promotion could slow advancement, as the promotion board would want to see sustained subsequent performance to rebut the negative report.

Myth: Your class standing score in economic training is vital.

Reality: If you pass, it probably won't help or harm you.

Myth: If you have a friend/enemy on the panel you are in/dead.

Reality: You do have the right to ask the Bureau of Personnel to bar a specific panel member from voting on you. The panel is composed of six distinct personalities, many of whom know a number of the candidates. But no panel members are allowed to bring forward personal knowledge, hearsay, gossip, etc. Discussions are limited to the files and based on the promotion precepts. Even if a friend could put your file in the "promote" pile and get you considered for the second round, the realities of the scoring system mean that no sin-

gle friend has the power to promote you. Likewise, your darkest enemy has only one vote. In the end, your record as it stands is your best friend/worst enemy.

Myth: Stretch assignments enhance promotion potential.

Reality: By itself, a stretch does nothing. The rating officer must describe your duties and accomplishments in rela-

'You may have to "force" your supervisor to counseling sessions'

tionship to the higher level. Likewise, a downward stretch can also be irrelevant. It's the actual work and how that work allows you to show your potential (à la precepts) that make the difference.

Conclusion: Review what your reports say. Review the ones you have written. Then see how you can improve. Your career development officer can advise you on additional training. You can work with your current supervisor to bolster your weak areas over the rating period. You may have to "force" your supervisor to counseling sessions. It may be unpleasant, but it will ensure that there will be no surprise when you see your draft report. ■



Playing dodge-'em while on an errand. It's really dangerous. Be careful.

Standards of Conduct



This is the second in a series of excerpts from a pamphlet for employees published recently by the Office of Inspector General—"Standards of Conduct: A Guide to Ethical Conduct for Department of State Employees in the United States and Abroad." Additional excerpts will appear in subsequent issues. "The purpose of this pamphlet is to provide guidance that will assist you in avoiding problems before they arise," the foreword says.

Travel gratuities and benefits

After two years of representing your office at a series of official conferences in Norway, you find that you have amassed enough "frequent flyer" credits for an additional round trip to Oslo. May you use these credits to take your spouse with you to the next conference?

Sorry. Except as noted below, you may not accept for personal use any gifts, gratuities or benefits received from private sources as a result of travel undertaken at Government expense. This includes bonus flights, reduced-fare coupons, cash, merchandise, gifts and credits toward free or reduced costs of future services or goods given to travelers by airlines, rental car agencies, hotels and motels. When you receive benefits of this nature as a result of official travel, you are accepting them on behalf of the Department of State and must relinquish them to the Department. Specific benefits covered by these guidelines:

Bonus tickets. If the Department paid for your travel, any bonus ticket—even one that carries an expiration date or that is not transferable—must be turned over to the Department or to your post of assignment. Only the Department or the post may make a decision on appropriate use of the ticket.

Mileage credits. Some airlines give travel credit based on the total air mileage that you accumulate while traveling. To qualify, you usually are required to enroll in an airline's "frequent flyer" program. Travel funded by the Department of State may not be used for personal travel benefits under a "frequent flyer" program, but it may be used to upgrade tickets for subsequent official travel.

Personal perquisites. You may take advantage of free upgrades to business or first-class service, membership in airline clubs, check cashing and similar privileges.

Trivial gifts. You may keep complimentary pens, pencils, notepads, calendars and

other promotional items of nominal value.

Vacating a seat. If you are bumped from a flight while on official travel, you may retain compensation payments only to the extent that you incur additional travel expenses. Any compensation in excess of these additional expenses must be paid to the Department. You should not voluntarily relinquish your seat if doing so would impinge upon the performance of your official duties. □

Financial disclosure

The most recent selection boards have promoted you to class FE-OC, and your bureau's executive officer has sent you a financial disclosure report form. Do you have to fill it out?

Yes. Chiefs of mission, members of the Senior Foreign Service and Senior Executive Service, and certain other Department employees are required to submit Form SF-278, Financial Disclosure Report, in connection with their nomination or appointment. In addition, you must resubmit Form SF-278 by May 15 each year, to cover personal and family financial activities during the previous year, as well as a final report upon termination of service.

Gifts from foreign governments should be treated in the same manner as any other reportable gift on Form SF-278, unless a report to the Office of Protocol has been made under the Foreign Gifts Act, as amended. The requirement for you to report such gifts is independent of any rules or restrictions regarding the propriety of acceptance. □

Outside employment while in the United States

You are employed by the Department of State as a computer analyst. You decide to do consulting work for several companies that require specialized software. You could use the money to pay for an addition to your house. Your Government position has nothing to do with software development. Is there a conflict of interest?

Probably not, but check all the criteria below. Better yet, consult the assistant legal adviser for ethics and personnel.

In the United States, you may engage in outside employment, with or without compensation, but only if it will not adversely affect or conflict with your official duties. Such work may include civic, charitable, religious and community under-

takings. Specifically, you may not engage in outside employment that:

- Creates a real or apparent conflict of interest (i.e., that relates directly to your official responsibilities);
- Tends to impair your mental or physical capacity to perform your Government duties acceptably or that requires you to take time from those duties during working hours;
- Is likely to cause embarrassment to the Department or the Foreign Service;
- Involves the use for private interest of official information not available to the general public that has been obtained in connection with your U.S. Government service; and
- Involves service to any foreign government, state, province, semigovernmental agency or municipality or to any international organization of states *except when acting officially on behalf of the U.S. Government.*

Some outside employment and activities require *advance written approval* from the assistant legal adviser for ethics and personnel. These include:

- Self-employment;
- Consulting services;
- Holding state or local public office;
- Employment by a firm regulated by the office in which you work; and
- Employment or other activities involving a Department of State contractor or subcontractor. □

Use of Government information

You learn in a meeting with the minister of mines and petroleum that the host government is about to grant a concession to an American firm. You advise your mother to purchase stock in the firm. Is this acceptable?

No. You may not use, or permit others to use, classified or other information not available to the general public for the purpose of furthering a private interest. Such "insider" information must not be used to influence investments, benefit contractors or influence further employment opportunities. ■

Signs of the times

In a Bucharest hotel lobby: "The lift is being fixed for the next day. During that time we regret that you will be unbearable."

—(From the Bulletin of Diplomatic and Consular Officers, Retired) □

Equal Employment Opportunity

Minority universities are State's partners, Eagleburger says

Deputy secretary looks for help in diversifying workforce

DEPUTY SECRETARY Lawrence Eagleburger has proclaimed a "partnership" between America's black colleges and the State Department because State needs the help of these institutions, he said, in its search for employees that would help the agency "to reflect our nation's heterogeneity."

Mr. Eagleburger made his remarks in an appearance on February 26 in the Loy Henderson Conference Room, as part of the Department's observance of Black History Month. The guest speaker, following the deputy secretary, was Robert K. Goodwin, executive director, White House Initiative on Historically Black Colleges and Universities. A "living history" exhibit on black soldiers in the Civil War, in the Exhibit Hall, also marked the observance.

Revisiting a theme that has become familiar in his speeches, but speaking more bluntly on it than he had earlier, Mr. Eagleburger asserted: "I (have) noted that black Americans who have sacrificed so much to build and defend this country—and we need no better reminder of this than to think of all our young men and women in the Gulf today—must be given a truly equal opportunity to serve as the architects of U.S. foreign policy and the voice and personification of America abroad.

"We are making progress towards this end, but it is still much too slow. In spite of improvements over the past five years, the percentage of black Americans in the Department's professional workforce is still not what it should be. The Foreign Service will not be able to represent America overseas as it should until it becomes representative of all Americans, as it must.

"In order to become truly representative, we are going to need the assistance of the historically black colleges and universities. We have before us a unique opportunity to work with these schools to sell careers in the State Department and the Foreign Service to young black Americans. I'm glad to report that under the leadership of our director general (Edward J. Perkins) we are pursuing this partnership aggressively."

Mr. Eagleburger then referred to the Department's diplomat-in-residence program, noting that five senior officers have been assigned to black colleges, where they have been instructed to go beyond teaching—"to provide an example, to stir an interest, to help promising young stu-



Deputy secretary Lawrence Eagleburger in the Loy Henderson Conference Room.

dents see that a career in foreign affairs can be theirs."

The Department has also stepped up its recruitment efforts, the deputy secretary said, adding that in the past year there have been 46 recruiting trips to black colleges "to seek undergraduates for the Department's summer internship programs and to encourage them to apply for permanent Foreign and Civil Service career positions."

Recalling that Congress has authorized the Department in the last two fiscal years to make grants for programs and scholarships that would "directly benefit minority individuals and institutions," Mr. Eagleburger commented: "You all know how tight our budget situation is these days. But we're making a major effort to identify seed money to start these programs on a trial basis."

The deputy secretary concluded with a pledge that the Department would continue to work closely with black colleges and universities in efforts to achieve diversity in the Department's workforce.

In the keynote address for Black History Month, Mr. Goodwin stressed his "pleasure in serving as something as a cheerleader." With responsibility for designing programs for all 27 federal departments and agencies, he highlighted the need to "produce a new wave of young people who can think critically, who can convert native ability and undiminished candor into marketable skills which can be used to accelerate, rather than retard the economy."



Guest speaker Robert K. Goodwin, left, with Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights, and Edward J. Perkins, director general of the Foreign Service and director of personnel.

He continued: "Black colleges and universities have a rich tradition of reaching the students where he or she is, and providing them with a special care necessary to develop needed skills. While black colleges attract a large number of these academically-talented black students, they play an equally important role for those students who come from homes without such advantages, concentrating not so much on what these students bring with them when they enter for their college training, but on what happens to them while they are at their respective institutions to better position themselves to be contributing members of society.

"There is a broader contribution that we must all make today, and that is a sense of awareness—a sense of understanding that what we are really attempting to do is to develop young men and women who, in fact, can be a part of the solution, as opposed to a part of the problem. There will be opportunities when either to hire a student or a graduate, or to look for a program dollar, might support stated objectives of missions of individual institutions. You can have an influence. The pursuit of competence and confidence typifies the experience that all of us will continue to cherish and celebrate."

The program was sponsored by State's Office of Equal Employment Opportunity and Civil Rights. ■

Foreign Building Operations

Energy conservation: the Department has a strategy

And in Bonn and Frankfurt they know about it

BY TIN NYO AND ROBERT C. GARDNER

The authors are members of the Mechanical Engineering Branch in the Office of Foreign Building Operations of the Bureau of Administration.



Mr. Nyo



Mr. Gardner

THE CRISIS in the Middle East again forced the American public to think about energy conservation, and the Office of Foreign Building Operations is one Department entity that hasn't relaxed its vigilance on this issue. The office continues to be concerned with it in designing and engineering embassy buildings and facilities, and in renovating existing buildings.

In designs, we can say that the latest energy conservation methods and techniques are being integrated, to allow buildings to meet or exceed the requirements of the Department of Energy's "Energy Conservation Performance Standards for New Federal Buildings." These new standards are similar to those of the American National Standards Institute, the American Society of Heating, Refrigerating and Air-Conditioning Engineers and the Illuminating

State's standards are 'more stringent in terms of lighting and equipment performance'

Engineers Society of North America standards—but they are more stringent in terms of lighting and equipment performance standards.

We believe the biggest challenge (and potential for reduction in utility costs) continues to be reduction of energy consumption in existing buildings worldwide. There are more than 26 million square feet in the Department-owned buildings and in the large number of long-term leased facilities.

The average age of our existing buildings is more than 30 years. Most of them

were constructed prior to the energy crisis of the 1970s. Energy then was cheap and plentiful, and oil was \$2 per barrel. Buildings weren't insulated; heating, ventilating and air-conditioning and lighting systems were oversized and inefficient by today's standards.

Our office has an active Energy Conservation Investment Program, which is concerned with energy use reductions in existing facilities. This program has three principal phases: (a) survey and analysis, (b) design and (c) construction and implementation.

In the survey and analysis phase, the posts' existing buildings and utility support systems are investigated, and a determination is made of the actual energy use in each building—for lighting, heating loads, cooling loads and other uses. When you figure the energy permitted for these uses applying the Department of Energy's conservation performance standards, a full range of conservation opportunities is revealed. All the viable opportunities are life-cycle-cost-analyzed, and ranked in the order of payback (amortization) in years of energy cost savings per investment cost. The design and construction phases are then conducted on the rank-ordered conservation opportunities, as funds become available.

The potential for utility cost reductions from this program is large—and proven by experience—for our programs to date, and also by the experience of other federal agencies, particularly units of the Department of Defense.

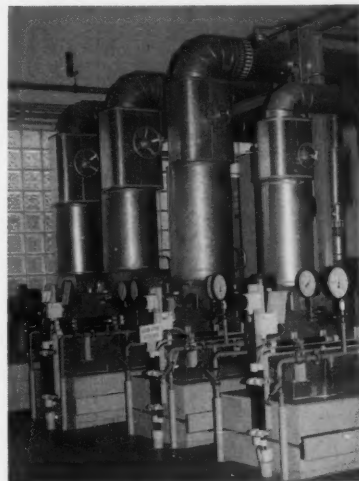
Defense's experience over the first seven years of its \$868-million program indicated that total invested costs were amortized by energy cost reductions (savings) in just 3.45 years' time, based upon all energy costs derived from \$20-per-barrel oil. Over an expected minimum additional facility life of 20 years, this cost reduction amounts to a 500% return, in constant dollars, on its investment.

And Defense's experience is similar to that of our largest State Department project to date: the Bonn and Frankfurt housing complexes. Under our Energy Conservation Investment Program, we've spent \$6.5 million for the first phase of the Bonn project, which saves the U.S. Government \$1.6 million per year in reduced fuel costs—plus savings in water losses and maintenance costs. Now, after four years, total savings

have exceeded the initial cost of our investment in the project. Similarly, in Frankfurt, an investment of \$2 million provided savings of half a million dollars a year in utility cost reductions.

These savings are real, and they've been accomplished with the cooperation of the occupants of these housing complexes. We were fortunate to have this work done in Bonn, without the occupants incurring even the loss of a hot shower. Our people who lived there before and after the work was done commented favorably. One staffer told us: "More even heat is provided where it's needed, and it's more comfortable than before." And less energy was used to provide this comfort.

Replacement of old leaky windows in these apartments not only saved energy, but provided as a side benefit improvement of the facade. In Bonn, rehabilitation and modernization work also was done to the central heating plant and the underground heat distribution system. The existing coal bunkers and all the coal-handling equipment were removed. In addition to the energy conservation payoff, environmental protection was accomplished. The existing boiler stacks, cited by the German environmental protection agency as polluting the environment, were replaced with a new stack. This not only met the stringent pollution require-



New energy-efficient pumps in the heating plant at the Bonn housing complex.



In the Bonn housing complex, first and second floors have the original steel-framed



window and door units. On the third floor, these have been replaced by new aluminum-

clad energy-efficient units. Photo on right affords a view of the latter from the inside.

ments, but it also provided added energy efficiency and improved the appearance of the heating plant.

Within that plant, the existing high-temperature hotwater distributing pumping system and its controls were replaced with a state-of-the-art energy-saving pumping system and controls. The existing leaky underground high-temperature hotwater piping distribution system contributed to energy and water losses, resulting in inadequate heating in the apartment units, and also posed a hazardous condition to the residents. This system was replaced with a state-of-the-art pre-insulated, leak-monitored and jacket-protected piping system.

The Office of Foreign Buildings Operations is now expanding its Energy Conservation Investment Program. A total of 2.24 million square feet of buildings are being surveyed in the program, involving buildings at 11 posts—Guayaquil, Karachi, Kathmandu, Kinshasa, Lagos, New Delhi, Niamey, Paris, Quito, Rome and Santo Domingo. An additional eight posts are designated for surveys in fiscal year 1991—Brasilia, Buenos Aires, Cairo, Islamabad, Jakarta, Oslo, Prague and Tokyo—totaling some 2.31 million square feet of buildings. Posts proposed for surveys in fiscal year 1992 are Ankara, Bangkok, Belgrade, Canberra, Copenhagen, Seoul, Stockholm, Vienna and Warsaw. Beyond that, the intention is to survey from one to two million square feet of buildings per year through 1996, at which time approximately half of the total gross square footage of Department-owned buildings will have been surveyed.

A feature of the program is the identification of three types of energy conservation opportunities in the surveys and analysis phase. These are: (a) savings that

can be accomplished through simple changes in the building systems, at low cost, by post personnel; (b) those that require simple changes in methods of operation and maintenance, which can be implemented by post personnel; and (c) those that require design, refurbishing and capital investment.

A partial listing of energy conservation opportunities that can be initiated by post personnel follows:

—Changing existing standard 75-watt incandescent lamps with the new Philips Co. SL18 lamps. One SL18 lamp will outlast 10 standard ones and, at 8¢ per kilowatt hour, save \$15 a year. So it pays for itself in less than a year. (Note: these savings

'One SL18 lamp pays for itself in less than a year'

increase dramatically with increased costs for electrical power; which, in some areas, is as much as \$2 per kilowatt hour.)

—Changing standard four-foot, 40-watt fluorescent lamps using standard ballasts, with energy-saving 34-watt lamps and energy-efficient ballasts. This can pay back the cost in 8.5 years—Or just the lamps could be changed at considerable savings. (Both of the above items are on the General Services Administration Federal Supply Schedule.)

—Replacing existing motors with energy-efficient motors that match the power requirements of the equipment.

—Applying security-type "tinted" film on glazing, in lieu of clear film, to reduce heat gain from solar radiation through glass.

—Weatherstripping doors and windows to reduce outdoor air infiltration into buildings—a simple and effective conservation measure that has an immediate payback.

—Providing 9 to 12 inches of fiberglass blanket insulation in attic space above the ceiling in all residences, and looking at adding insulation elsewhere. This is the most widely used energy saver implemented domestically.

—Lowering domestic hotwater temperature settings to 110 degrees Fahrenheit from 180 to 140 degrees Fahrenheit, and providing local "point of use" water heaters to reduce energy and heat loss in distribution.

—Providing occupied/unoccupied operation of lighting and heating, ventilating and air-conditioning systems by manual manipulation, where automatic manipulation of systems isn't available.

—Good housekeeping and maintenance practices, such as changing filters in air-handling systems, cleaning tubes in evaporator and condenser coils and proper chemical treatment of water systems.

We believe the conservation program has all the ingredients for success. It's based on successes and uses a team approach in accomplishing its goals by providing low-cost simple measures of conservation for post personnel to implement on their own. This program isn't only beneficial for cost and energy savings—it also enhances the quality of life for occupants of the buildings, as it did in Bonn and Frankfurt.

This program has great potential for substantial energy conservation, and consequent reduction in the operating costs of utility support for the Department's worldwide overseas facility plant. The program responds to the call for energy conservation that President Bush addressed in his state of the union message, and assists the Department in meeting the energy conservation goals for federal agencies set by the President and Congress. ■

Ask Dr. Goff



In a time of stress, your children need to hear from you

You can provide them with strength and security, psychiatrist says

THE WAR in the Persian Gulf sparked many emotions in all of us—among them, fear, anxiety and sadness. You can be sure that your children are not immune from these feelings. In fact, their fears can be acted out in so many complicated ways that it's often difficult to pinpoint the primary source. It's important for you to recognize this, and to provide support and reassurance. For this reason, during the war I asked Dr. Elmore Rigamer, State's child psychiatrist, to address these concerns. In the column below, he answers questions that will help you to provide strength and security to your children—not only during a war but, more broadly, during any time of trauma that evokes feelings of fear and threatens your child's basic security.

Q.

If my child doesn't mention the crisis we find ourselves in, should I initiate a discussion?

A.

You shouldn't assume that your children aren't aware. Children sense what is going on, and often they have fears so frightening to them that they find it difficult to talk about them. Depending on your child's age, his or her understanding will vary. It's important to set aside some time to talk about the crisis, and to talk about your children's feelings and fears. You should try to answer only what's asked and not go further than the child wants.

Q.

What if my child expresses fears that are irrational, concerns that aren't realistic?

A.

You should listen to your children and let them describe how they see things. It's important not to interrupt them with reassurances before they finish what they want to say. Young children are easy to reassure. Their main concern is abandonment; reassurance that they'll be safe and that you'll be safe is usually enough to allay their fears. Keep in mind, too, that young children are egocentric; they also need to hear

This column by Paul Goff, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Goff directly. In either case, your privacy will be respected; your post will not be identified. □

that bad things aren't happening because they've been bad. Older children, usually over 8, will need to ask many questions. A common concern during the war, for example, was that Scud missiles would reach them at home. Just telling older children that this isn't possible may not be enough. You may have to find a way to illustrate the distances involved. Your goal is to have a relationship in which the children can talk freely.

Q.

Should we let the children know that we too are concerned, or should we act like we're not?

A.

It's good to let your children know that you sometimes have the same fears and feelings. It'll help them to see that they're not alone in their fears. Children know when parents are upset. You can give a lesson to your children by showing how an adult deals with difficult feelings.

Q.

How do we counter the strong example set by the war that aggression is the answer to conflict?

A.

It's important not to give your children mixed messages. You may want to let them know that you think it unfortunate that, in some instances, aggression may be necessary to resolve conflict. Be clear that, if you could find another way to solve the problem, you would prefer it. Ask them to give their own ideas to solve the problem. Ask what they would do, and don't discount unrealistic answers they may give.

Q.

Are some children more susceptible to extreme anxiety during a crisis than others?

A.

All children worry about abandonment, and this fear is intensified during a crisis. Children who have experienced loss will be more afraid than those who haven't. Children who were evacuated from their home post have stronger fears. Parents who recognize these fears can be more tolerant of behavior that reflects anxiety.

Q.

Should my child's exposure to news coverage, and television in general, be limited during this time?

A.

Yes. Limit television time, and be selective about what your children do watch. Visual stimuli are very strong for them; pictures on TV affect them more than words do.

Q.

Can children's books help to reduce anxiety?

A.

Absolutely. Children who are afraid often feel alone. Reading them books about other children with the same feelings can reduce their feelings of isolation. Read the books to them or with them, discussing the feelings that come up.

Q.

What sort of behaviors can I look for that indicate my child is feeling anxious?

A.

Children under stress may show signs of

—(Continued on Page 51)

Education and Training

You never finish learning Finnish

So it's good to get an early start



Finnish language students in a Finnish home, left to right: Bob Benzinger, Barbara Boehme and the author, students; Art Johnson, Eine

Tukia, Miina, Seija Levala-Johnson, instructor.

Schedule of courses at the Foreign Service Institute

Program	May	June	July	Length
Area studies				
Africa, sub-Saharan (AR 210)	28	20	—	2 weeks
Canada (AR 129)	—	10	—	2 days
East Asia (AR 220)	28	—	—	2 weeks
Latin America (AR 230)	28	20	—	2 weeks
Near East and North Africa (AR 240)	28	—	—	2 weeks
South Asia (AR 260)	28	—	—	2 weeks
Southeast Asia (AR 270)	28	—	—	2 weeks
U.S.S.R./eastern Europe (AR 280)	28	—	—	2 weeks
Western Europe (AR 290)	28	20	—	2 weeks
Language and advanced area courses				
French (LFR 100)	—	10	8	24 weeks
German (LGM 100)	—	10	—	24 weeks
Italian (LJT 100)	—	10	—	24 weeks
Portuguese (LPY 100)	—	10	—	24 weeks
Spanish (LQB 100)	—	10	8	24 weeks
Familiarization and short-term (Fast) courses				
Arabic (Egyptian) (LAE 200)	—	—	1	8 weeks
Arabic (modern) (LAD 200)	—	—	1	8 weeks
Arabic (North African 200)	—	—	1	8 weeks
Bengali (LBN 200)	—	—	1	8 weeks
Bulgarian (LBU 200)	—	24	—	8 weeks
Burmese (LBY 200)	—	—	1	8 weeks
Chinese (LCM 200)	—	—	1	8 weeks
Finnish (LFJ 200)	—	—	1	8 weeks
French (LFR 200)	—	10	—	8 weeks
German (LGM 200)	—	10	—	8 weeks
Hebrew (LHE 200)	—	—	1	8 weeks
Hindi/Urdu (LHJ 200)	—	—	1	8 weeks
Hungarian (LHU 200)	—	24	—	8 weeks
Icelandic (LJC 200)	—	10	—	6 weeks
Indonesian (LJN 200)	—	—	1	8 weeks
Italian (LJT 200)	—	10	—	8 weeks
Japanese (LJA 200)	—	—	1	8 weeks

—(Continued on next page)

BY ROBERT BOEHME

The author is in language training at the Foreign Service Institute.

WE GOT OUR idea for a language field trip to Finland from an airline ad. It featured an incredibly low "if you're brave enough to visit Finland in the middle of the winter, this is for you" fare.

The whole thing seemed a bit bizarre, however. Evidently, field trips during language training have taken place only rarely in the past. But since we had been making such steady progress in the near-Sisyphean task of learning Finnish (thanks in large part to the efforts of instructors Kaija Wilson and Seija Levala-Johnson), we were eager for an opportunity to put it to the test. Fortunately, both the Foreign Service Institute staff and Embassy Helsinki were very supportive, and they encouraged us in our plans.

Several of us (my wife Barbara, Bob Benzinger and Seija Levala-Johnson and her husband, Art, and I eventually decided to take the plunge. The big issue was cost—Finland may be the world's most expensive country—and unfortunately we were unable to discover any secret Foreign Service Institute slush fund for such purposes. How-

'We were unable to discover any secret slush fund' (to finance the trip)

ever, we did manage to cut down expenses greatly by staying with friends and embassy colleagues.

Our first stop was the small coastal town of Hamina, not far from the Soviet border. It was a marvelous introduction to the Finnish language and culture. Despite its small size, Hamina has several museums and churches of genuine interest, including a beautifully-appointed Russian Orthodox church. We stayed with Seija's family, who were all instructed to speak only Finnish with us. Seija's cousin treated us, if that is the word, to a 100-degree-centigrade (that's boiling) sauna. She also introduced us to another fine old Finnish custom, showing us videotapes of our less-than-Olympian performance on the cross-country ski trails near Hamina.

In Helsinki, we divided our time between embassy-organized events and touring the town in search of linguistic experiences. Ambassador John G. Weinmann, deputy

chief of mission Max Robinson and our embassy counterparts generously hosted lunches or dinners to introduce us to our future contacts. Mr. Robinson was especially heavy on the local color; he invited me to a "representational sauna" with Finnish business and financial leaders at his home, which was followed by a quick run in the snow (at least for the American

A meeting 'followed by a quick run in the snow'

guests—the Finns know better). This was of course topped off by a hearty reindeer stew, washed down with appropriate beverages.

Making the rounds in Helsinki, our group visited several churches and museums, including a design museum featuring the graphic arts for which Finland is justifiably famous. We were especially interested in taking in a few shops to see for ourselves just how much things do cost in Finland. Our worst fears were confirmed—this is indeed the land of \$2-cans of cat food and \$25-a-suit dry cleaning. The stores are

'... Topped off with a hearty reindeer stew'

extremely attractive, however, and one can readily understand their appeal to visitors from more easterly points.

Besides prices, the other major topic of conversation was, surprisingly, not the weather. It was cold, but most Finns seemed to like it that way. Daytime highs were in the teens, combined with often biting winds (the concept of wind-chill has curiously yet to hit Finland). When we arrived, Helsinki had been going through an unusual warm spell, with temperatures hovering around the freezing mark, and little snow. Most Finns seemed depressed about it. Temperatures soon dropped, however, and a good deal of snow blanketed the ground. Now we had ourselves a real winter, and spirits livened. Our group wasn't so sure, but maybe after three years in-country we'll think like Finns too. In any event, it was soon time to return to Washington's more temperate climes.

All of us were very glad we made the

'It was cold, but most Finns seemed to like it that way'

trip, and we unreservedly recommend it to others, particularly those in a 44-week "hard" language program. We found it an excellent way to try out the language in a real setting, and we were all pleasantly sur-

—(Continued on next page)

—(Continued from preceding page)

Program	May	June	July	Length
Korean (LKP 200)	—	—	1	8 weeks
Malay (LML 200)	—	—	1	8 weeks
Polish (LPL 220)	—	24	—	8 weeks
Portuguese (LPY 200)	—	10	—	8 weeks
Romanian (LRQ 200)	—	24	—	8 weeks
Russian (LRU 200)	—	24	—	8 weeks
Russian refresher (LRU 201)	—	—	1	8 weeks
Serbo-Croatian (LSC 200)	—	24	—	8 weeks
Spanish (LQB 200)	—	10	—	8 weeks
Thai (LTH 200)	—	—	1	8 weeks
Turkish (LTU 200)	—	—	1	8 weeks
Administrative training				
Advanced disbursing officer course (PA 251)	—	3	—	3 weeks
Appropriation law (PA 133)	28	—	—	4 days
Budget and financial management (PA 211)	—	24	8	27 days
C.F.M.S. training (PA 150 through 155)	Special registration procedures required; contact course coordinator on 875-5119. One offering each month. Dates to be announced.			
First-time administrative officer's course (PA 242)	—	—	22	2 weeks
General services operations (PA 221)	6	3	1	12 weeks
	13	17	8	12 weeks
	20	24	15	12 weeks
	27	—	—	12 weeks
	—	—	29	12 weeks
	22	24	—	3 days
How F.A.A.S. works at overseas posts (PA 213)	Correspondence courses			
How to be a contracting officer's representative (PA 130)	Correspondence courses			
How to write a statement of work (PA 134)	—	17	—	1 week
Nepa training, domestic operations (PA 129)	6	—	1	7 weeks
Personnel management training (PA 231)	—	—	9	4 days
Travel voucher examiner workshop (PA 138)	—	—	15	4 days
Vendor claims, voucher examiner workshop (PA 140)				
Consular training				
Consular function intensive (PC 531)	—	—	1	3 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
Curriculum and staff development				
Basic facilitation and delivery workshop (PD 513)	15	—	—	3 days
Design and evaluation workshop (PD 511)	6	—	—	3 days
Economic training				
Advanced economic review seminar (PE 501)	—	—	22	2 weeks
Contemporary economics (PE 502)	—	—	15	5 weeks
Country data analysis (PE 504)	—	—	8	2 weeks
Economic tradecraft (PE 124)	—	10	22	2 weeks
	—	24	—	2 weeks
	—	3	8	1 week
Export promotion (PE 125)	Dates to be announced			
Lotus for economists (PE 126)	15 hours			
Regional resource officer training (PE 103)	—	—	22	2 weeks
Science/Technology and American foreign policy (PG 562)	—	10	—	1 week
Executive development				
Deputy chiefs of mission (PT 102)	—	9	14	2.2 weeks
E.E.O. awareness for managers and supervisors (PT 107)	23	—	—	2 days
Introduction to management skills (PT 207)	13	10	—	4 days
	—	24	—	4 days

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	May	June	July	Length
Program director's management seminar (PT 106)	—	—	17	3 days
Washington tradecraft (PT 203)	6	—	22	2 weeks
Information management training				
Advanced P.C. (PS 114)	—	—	1	2 days
Information systems operation training program (PA 108)	—	—	8	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	—	27	—	2 days
Introduction to the personal computer (PS 111)	—	24	—	3 days
Office management courses				
Advanced word processing (PK 103)	13	17	8	3 days
Advanced W.P. Plus (PK 154)	9	—	15	2 days
Better office English: oral (PK 226)	6	—	8	30 hours
Better office English: written (PK 225)	—	3	22	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	28	—	22	2 weeks
Decision-processing (PK 152)	17	—	12	1 day
Drafting correspondence (PK 159)	20	—	15	1 week
Employee relations (PK 246)	30	—	1	2 days
Foreign Service secretarial training (PK 102)	—	—	1	12 days
Glossary (PK 151)	16	20	11	1 day
Proofreading (PK 143)	28	—	—	2 days
Secretarial statecraft (PK 160)	—	13	—	2 days
Supervisory studies seminar (PK 245)	—	17	—	4 days
Telephone techniques (PK 141)	—	10	—	1 day
Writing effective letters and memos (PK 241)	—	24	—	15 hours
Orientation				
Department officers (PN 105)	21	—	16	2 days
Foreign Service officers (PG 101)	—	10	—	9 weeks
Foreign Service specialists (PN 106)	2	6	—	3 weeks
Soviet and East European posts (PN 111)	—	17	29	1 week
Overseas Briefing Center				
Deputy chiefs of mission spouse seminar (MQ 100)	—	17	22	4 days
Documenting mobile experiences (MQ 701)	—	6	—	1 day
Educating the Foreign Service child while posted abroad (MQ 400)	22	—	—	1 day
Encouraging resilience in the Foreign Service child (MQ 500)	23	—	—	1 day
Going overseas (families, singles and couples) (MQ 200)	4	8	20	1 day
Going overseas (teens) (MQ 201)	11	—	—	1 day
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	—	24	—	1 week
Introduction to Foreign Service life (MQ 100)	—	—	8	1 week
Life after the Foreign Service (MQ 600)	6	—	1	4 days
Marketing Foreign Service spouse talents (MQ 702)	—	7	—	1 day
Security Overseas Seminar (MQ 911)	6	3	8	2 days
	20	10	15	2 days
	—	17	22	2 days
	—	24	29	2 days
	—	5	29	1 day
Post options for employment and training (MQ 703)	—	—	24	3 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	—	24	3 days
Political training				
Advanced political (PP 502)	—	—	8	3 weeks
Foreign affairs interdepartmental seminar (PP 101)	13	—	—	2 weeks
Human rights in the foreign policy process (PP 507)	20	—	29	1 day
Human rights reporting (PP 506)	—	24	3	1 day
Labor officer function (PL 103)	—	—	8	8 weeks
National security and arms control (PP 203)	6	—	—	1 week
Negotiation art and skill (PP 501)	—	24	—	1 week
Political tradecraft (PP 202)	—	10	8	3 weeks
Workers' rights reporting (PP 504)	20	10	8	3 days

—(Continued from preceding page)

prised that we were able to communicate fairly easily in many situations. We're under no illusions, however. A lot of hard work is in front of us in the four months remaining at the institute, if we're to attain an acceptable professional level. Finnish is, after all,

'A language with 17 cases'

a language with 17 cases and countless other horrors.

We also found the embassy meetings invaluable, particularly the time spent with the officers whom we will be replacing. Such a setting, I believe, is much more conducive to learning about the job than the usual hurried overlap when one officer is busy leaving and the other preoccupied with arrival details. My wife also was able to get an early jump on job-hunting, and we were both grateful for the opportunity to discuss housing with embassy personnel. Based on our experience, the Foreign Service Institute may want to consider encouraging other students in long-term language training to make an early visit to their future post. □

Equal employment seminar for State's supervisors

The Foreign Service Institute has announced a management seminar on equal employment opportunity, for Department executives, managers, and supervisors, May 23-24 and September 19-20.

A Department Notice of February 20 said: "This seminar is designed to enhance the capability of managers and supervisors to fulfill affirmative action and equal opportunity responsibilities. Using a hands-on learning model this program is designed to integrate management concepts, governing rules and regulations, simulations and real-life applications. . . Attendance in the seminar will fulfill the requirements that all supervisory personnel must attend a basic training course."

For information, call Joan Graziano, (703) 875-5148. □

Management course

"Introduction to Management Skills," a four-day seminar, will be given at the Foreign Service Institute May 13-16, June 10-13, June 24-27 and September 9-12. The course is for GS-13 and 14 and FS-03 and 02 employees. For information, call Joan Graziano, (703) 875-5148. ■

Buy U.S. savings bonds through your Payroll Savings Plan. □

Music at State

A program for 2 flutes

(With soprano sax thrown in)

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer now in the Bureau of African Affairs, is the magazine's regular music reviewer.

FROM ANTIQUITY, the flute has traditionally been associated with peaceful, serene music. Thus, given current events, it was especially serendipitous that the first recital here of the new year in the ongoing "State of the Arts" series, given on January 30, should feature that instrument.



Mr. Honley

Both flutists (or "flautists," as some prefer) brought impressive credentials to a joint recital. Since he graduated from Catholic University, Joseph Cunliffe has been associate band director at Landon Boys School and director of music at National Cathedral School and St. Alban's. Lynn Hertel was the first student to receive a bachelor-of-music degree in flute performance from George Washington University, where she has been on the faculty since 1988.

The duo drew on the baroque era for the first half of their program. They began with one of Telemann's 24 canonic sonatas for two unaccompanied flutes (recorders), this one in G Major. Often, baroque music which is not supported by continuo sounds thin and hollow, but this was definitely not the case this time; their imitative lines wrapped sensuously around each other, so that one could almost imagine that one flute was producing both melodies.

Next came two of Mr. Cunliffe's many transcriptions: a Handel adagio in D major and a Vivaldi allemande in F major. Originally part of larger works written for one flute and continuo, both movements were here presented in versions for two flutes and synthesized orchestra. Apart from some awkwardness in getting the tape going, this approach worked well. Both players brought out contrasts between fast and slow tempi and between forte and piano passages.

The most familiar piece on the program followed: the Pachelbel "Canon in D." While readily conceding that the somewhat jazzed-up arrangement was well-



The flutists with Caryl Traten Fisher, coordinator of the concert series.

played, I must admit that I prefer something a little closer to the original. However, my concerns about the proper interpretation of the canon were rapidly assuaged by the fact that the players performed the accompanying gigue, which is all too often omitted, with impressive brio.

The second half of the program featured arrangements and original compositions by Mr. Cunliffe. The first of these, a treatment of a traditional folk tune, "The Water Is Wide," generally gave Ms. Hertel the lead (as his Pachelbel transcription had also done). This had the fringe benefit of freeing him up to sing the third verse, demonstrating yet another of his musical talents.

Mr. Cunliffe dedicated his original composition, "Awakening," both to the U.S. soldiers involved in Desert Storm and

to peacemakers worldwide. Written in a jazz/folk idiom, it featured soprano saxophone, which he played as ably as the flute, along with a synthesized orchestral accompaniment flavored with percussion and chimes.

While amplification made the sax sound a bit shrill at times, "Awakening" still struck me as a work well worth hearing again.

He ended with an improvisation for alto flute entitled "Morning Meditation," which made effective use of the instrument's sensuous yet sweet timbre. "Amazing Grace" was among several themes which he incorporated into a virtually seamless texture, bringing the recital to just the sort of serene conclusion which we all needed in these stressful times. ■



INTELLIGENCE AND RESEARCH—Members of the Diplomatic Brass, a group of State musicians, after a performance at the Kennedy Center. With them is the director of

the U.S. Marine Band, who conducted. From left: Alan Wile, Colonel John Bourgeois, David Harr, Jon Gibney. The group also performs at State and at local nursing homes.

Honors and Awards



DIPLOMATIC SECURITY—The deputy assistant secretary for countermeasures and counterintelligence, *Greg Bujac*, presents Superior Honor Award to security engineering officer *William Springmeier*.



LAHORE, Pakistan—Political specialist *Mahmood Ali* receives a plaque honoring his 24 years of service, at his retirement party.

Others, from left: *Uzma Burki*, new political specialist; consul general *Richard K. McKee*; political officer *Lynn Allison*.



CALCUTTA, India—In the garden at residence of the consul general, which won prizes in the flower show sponsored by the

Agri-Horticultural Society of India, from left: *F. Stephen Malott*, *Cecil G. Rixon*, *Jagdish Rai*, *Sukanta Bal*, *Sonakar Samal*, *Niranjan*

Sahni, *Ratnakar Swain*, consul general *Ronald D. Lorton*.



CANBERRA, Australia—At award ceremony, from left: *James Beikman, Michael*

Brown, Clarke Castleton, Claudia Romeo, Ambassador Melvin Sembler, Margaret Butt,

Ronald Mortensen, Henry Cartwright, Anthony Freebody.



ANTANARIVO, Madagascar—Ambassador *Howard K. Walker* presents awards to Marine guards, from left: *Corey Gagnon, Ikenga*

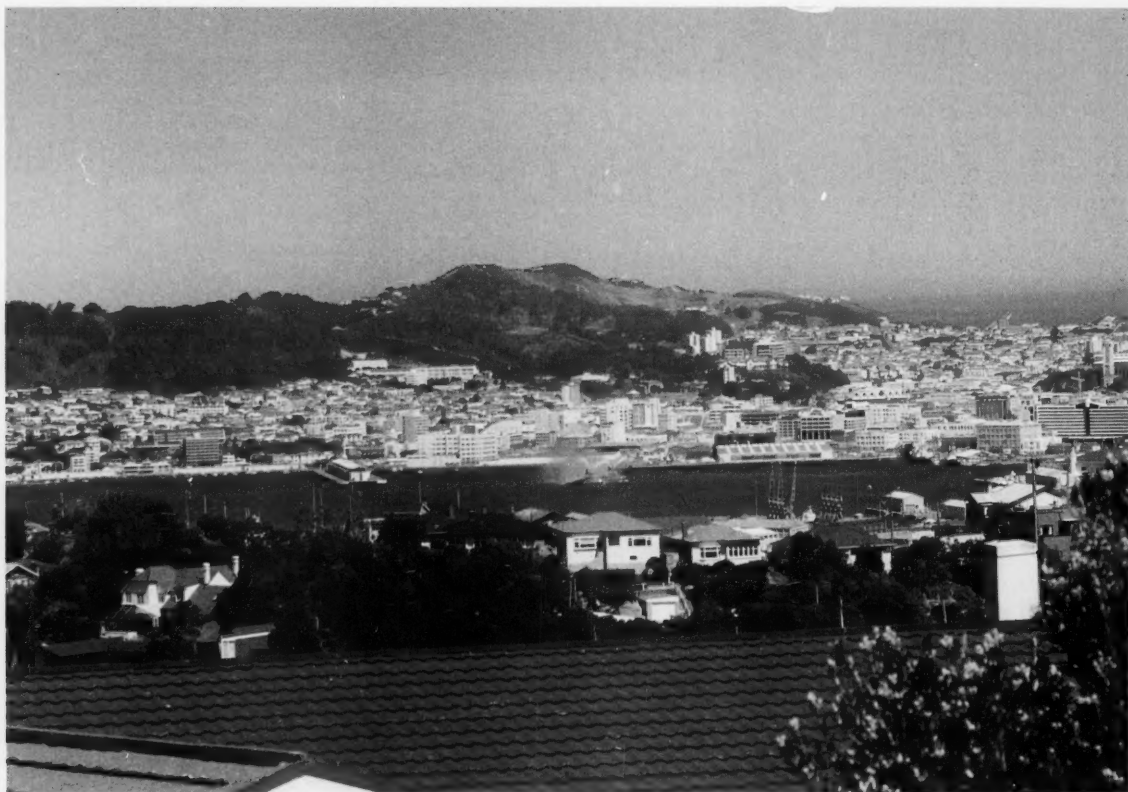
Smith, Andrew Gepp, Marlene Dillon, James Smith, William Lloyd.



KHARTOUM, Sudan—Ambassador *James Cheek*, left, presents Meritorious Honor Award to political officer *George Colvin*. ■

Post of the Month: Wellington

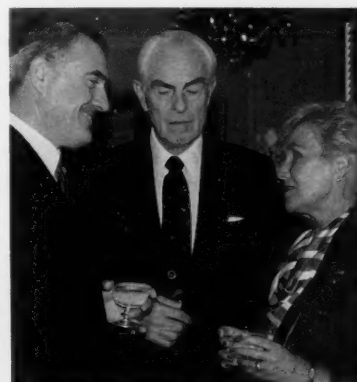
THIS SOUTH PACIFIC post is in the capital of New Zealand, the nation of two main islands east of Australia's southeastern coast. Wellington is at the southern tip of the North Island. U.S. Foreign Service people there are featured as part of STATE's continuing series. (Photos by Daniel J. Doucet)



Wellington harbor.



The embassy.



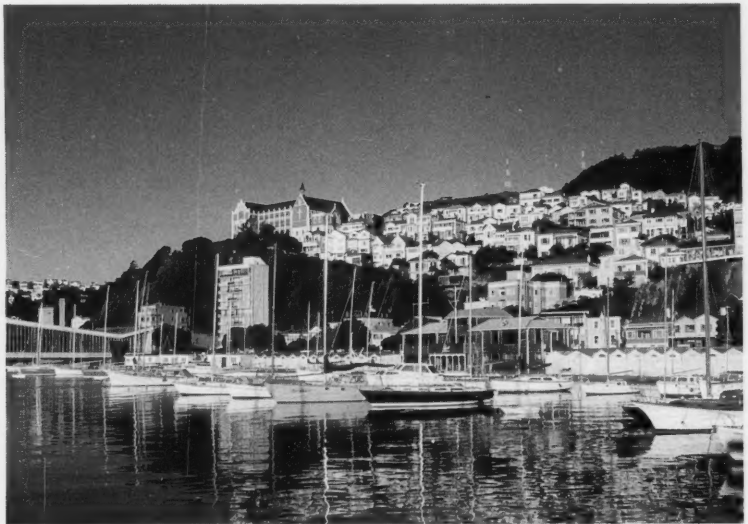
Ambassador *Della Newman* and husband *Wells McCurdy*, center, with Prime Minister *Geoffrey Palmer* at the embassy.



Wellington's parliament, building, commonly known as "The Beehive."

POST OF THE MONTH: WELLINGTON

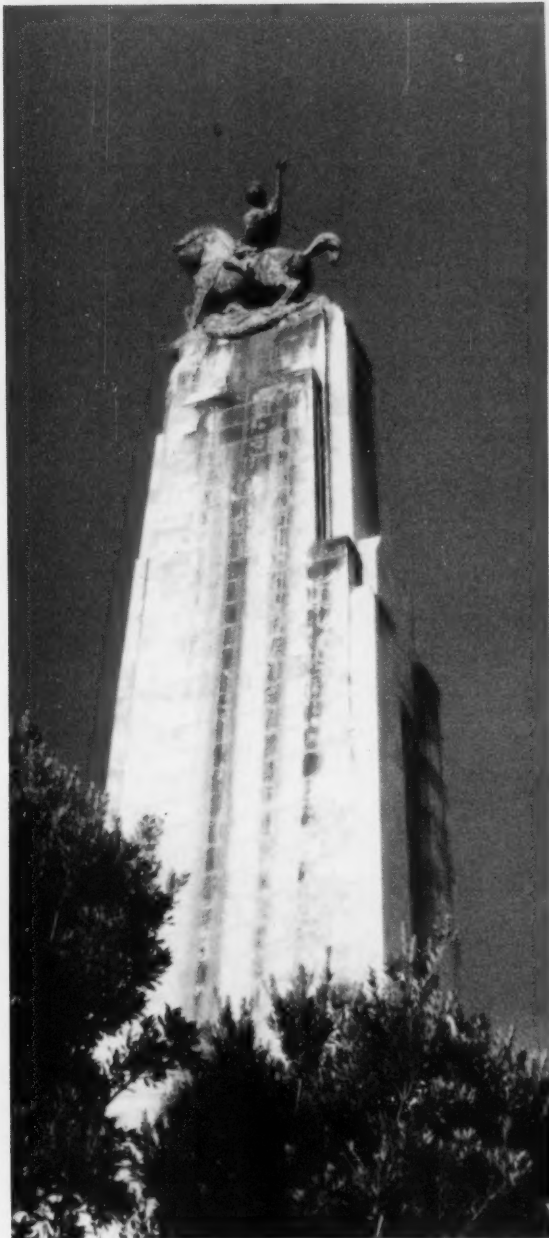
Deputy chief of mission secretary *Ruth Jabbs*.



Oriental Bay, near downtown Wellington.



Support communications officer *Terry Grimes*, personnel assistant *Monica Rampling* and Marine *Duane Pardo*.



A war memorial in Wellington.

Hiking in Wellington, from left: *Arthur Kroeber, Ann LaPorta, Mary Barnes, Ted and Ruth Jabbs.*

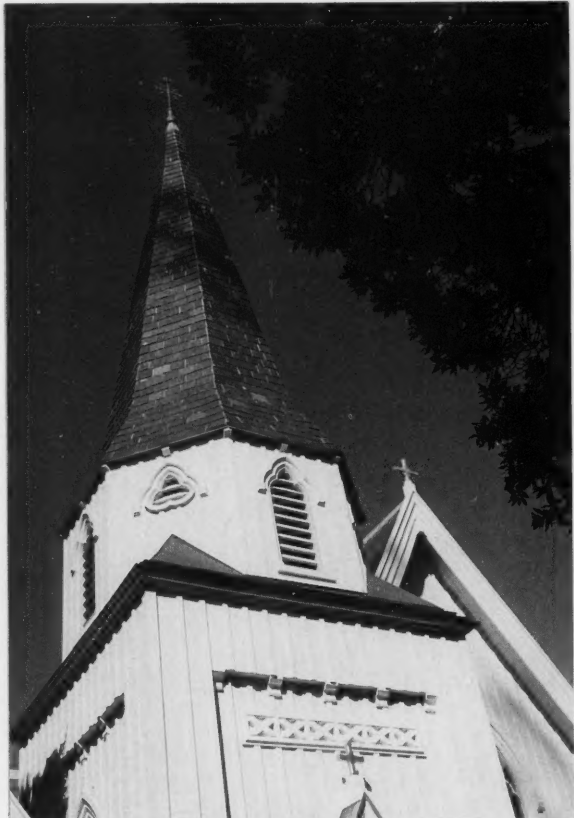


Consul *Robert Callard* receives Meritorious Honor Award from Ambassador *Della Newman*.

POST OF THE MONTH: WELLINGTON



Ambassador's secretary *D-D Smith*.



St. Paul's Cathedral, near the embassy.



Fred Foster tees off.



Administrative counselor *Landon Carter*.



Vacationing in Melford Sound, from left:
Andrew LaPorta, Betsy, Ann and Billy Barnes.



Political counselor *Donald Jameson* receives
Superior Honor Award from Ambassador
Della Newman.



The Marine detachment presents the colors at
a joint U.S.-New Zealand Independence Day
celebration in the town hall.



Political secretary *Dorothy Davis.*



Alphonse LaPorta and Ambassador Della Newman are greeted by New Zealand staff members at the embassy.



Ambassador Della Newman with Mike Bellows, the new consul general in Auckland.



Community liaison officer Mary Barnes views Milford Sound as she returns from a four-day hike.

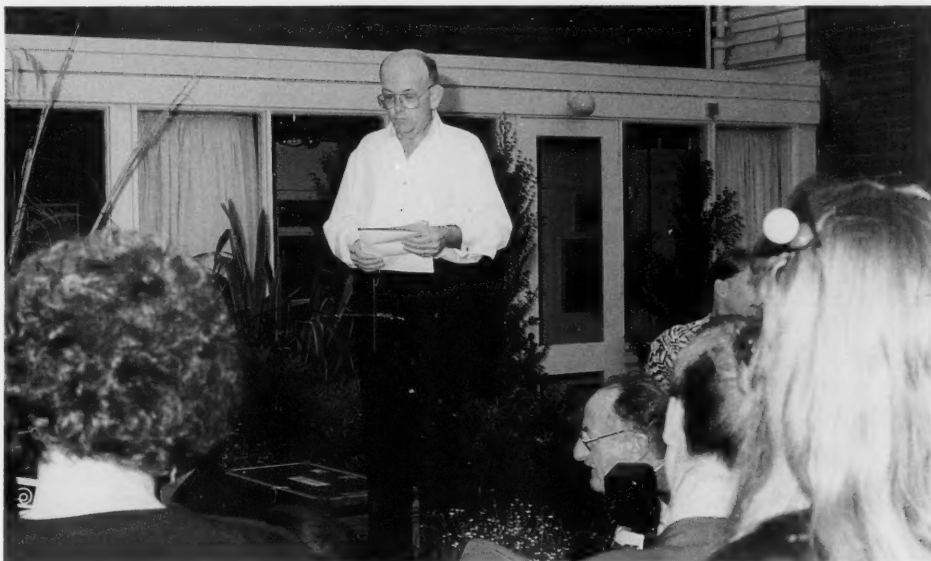


At birthday party for deputy chief of mission Alphonse LaPorta, right. The others, from left, are administrative counselor Landon Carter, consul Robert Callard and political officer Bob Mills.



Employee association president *Robert Callard*, right, with departing Marine *Steve Holstad*.

At the Scottish Society's debutante ball, Ambassador *Della Newman* is seated at center.



Public affairs officer *William Barnes* at the ambassador's residence. ■

Personnel: Civil Service

Promotions

GM-13

Anderson, Roger William, Office of Chief Financial Officer
Carroll, Elizabeth Ferre, International Narcotics Matters
Dudley, Charlotte E., Bureau of Administration
Jones, Frances A., Bureau of Personnel

GM-14

Heffern, Richard T., Foreign Service Institute, Budget and Management Office

GM-15

Hodgkins, Kenneth David, Office of Advance Technology

GS-3

Jones, Roshena R., Office of Chief Financial Officer

GS-4

Collins, Dennis W., San Francisco Passport Agency
Escobar, Philomena, San Francisco Passport Agency
Figueroa, Luz C., Stamford Passport Agency
Gonzales, Cathy A., San Francisco Passport Agency
Hsu, Joseph Y., San Francisco Passport Agency
Laeng, Elsa D., San Francisco Passport Agency
Lee, Meilin, San Francisco Passport Agency
Mozell, Pamela B., San Francisco Passport Agency
Nikolopoulos, Elizabeth E., Boston Passport Agency
Smith, Justin, Intelligence and Research, Regional Economic Division
Smith, Samantha Denise, Bureau of Personnel
Studulski, Yvonne Lois, San Francisco Passport Agency
Yee, Joan L., San Francisco Passport Agency

GS-5

Addison, Joanne E., Visa Services
Boykins, William A., Information Management Programs
Doyle, Jeffrey M., San Francisco Passport Agency
Dyson, Arlene A., Northern European Affairs
Ellis, Rhonda J., European Affairs
Fitchett, Jasmine N., Bureau of Personnel, Examination Division
Galletta, John David, Intelligence and Research
Height, Edward J., Recruitment Division

Johnson, Dorothy L., Passport Services

Lively, Margarette E., Foreign Service Institute, Personnel Office

Lyles, Cheryl J., Economic and Business Affairs

Mack, Karen Marie, Office of Chief Financial Officer

Owens, Samuel D., Passport Services

Thomas III, George Alvin, Information Management Programs

Young-Stewart, Vicky L., Chicago Passport Agency

GS-6

Abramson, Sherrill M., Safety Program

Avery, Terri L., Office of Counter-Terrorism

Bakke, Elizabeth Ann, Office of Foreign Buildings

Brown, Kimberly S., Legislative Affairs

Candler, Suzanne P., West African Affairs

Childs, Adrienne Denise, Information Management Programs

Frye, Carol Y., Presidential Appointments Staff

Gutberlet, M. Regina, Office of Foreign Buildings

Hebbons, Crystal Michele, Information Management Programs

Jackson, Kimberly A., Operations Center

Jones, Ronnie G. Thompson, San Francisco Passport Agency

Key, Shiketha Ronaë, Diplomatic Courier Service

McGill, Susie D., Office of Chief Financial Officer, Office of Accounting

Robertson Jr., William T., Information Management Programs

Sanders, Theolyn Anise, Bureau of Personnel

Wood, Antoinette, San Francisco Passport Agency

GS-7

Barnes, Sylvia Lillian, Information Management Programs

Boyd, Antoinette Yvonne, Bureau of Personnel

Hieb, Laura Josefa, Seattle Passport Agency

Jorgensen, Linda R., Office of Legal Adviser, Oceans, Environmental and Scientific Affairs

Krucelyak, Sandra, International Organization Affairs

Lupo, Hiroko, Office of Chief Financial Officer, Travel Voucher Section

McAuley, David, Operations Center

Smith, Hilton, Bureau of Personnel

GS-8

Davis, Renee, Bureau of Personnel
Parker, Beverly Ann, Politico-Military Affairs

GS-9

Beck, Donald G., San Francisco Passport Agency

Bradshaw, Patricia Sue, Inter-American Affairs

Brown, Selwyn L., Office of Chief Financial Officer, Office of Accounting

Brown, Stacey A., Buildings Services

Fisher, Mary J.R., Bureau of Administration

Guitron, Elissa F., Office of Intelligence Liaison

Johnson, Mary E., Bureau of Personnel, Assignments Division

Kaeding, Darrell J., Passport Services

Kelley, Cheryl T., Office of Chief Financial Officer

Lee, Sheila D., Information Management Programs

Lyons, Laverne G., Foreign Service Contract and Purchasing Branch

Makle, Doris M., Diplomatic Security

Matsumo, Barbara F., Honolulu Passport Agency

GS-10

Tolliver, Thomas M., Beltsville Communications Center

GS-11

Lozovina, Jo Ann, Intelligence and Research, Office of Politico-Military Analysis

MacAdam, Susan C., Office of Chief Financial Officer

Patterson, Avery V., Refugee Programs

Staheli, Linda Anne, Oceans and International Environmental and Scientific Affairs

Stewart, William M., Intelligence and Research

Watters, Gregory L., Bureau of Administration

Zafar, Mohammed M., Office of Chief Financial Officer

GS-12

Ettelman, Greg Forest, Information Management Programs

Fenning, Patrick D., Office of Inspector General

Hickson, Alvin, Diplomatic Security, Threat Analysis Division

Parisek, Lisa P., Executive Secretariat

Riggs, Yasuko S., Information Management Programs, Personnel Management

Robinson, Rosetta E., Retirement Division

Ross, Erin E., Legislative Affairs
Seeds, Frances, Languages Services

Watlington, Calvin Ted, International Narcotics Matters

Zall, Rochelle M., Information Management Programs

GS-13

Lauderdale, Maria T., Bureau of Administration

Lum, Linda Li Ching, Politico-Military Affairs

Lyons, Charles R., Bureau of Administration

Williams III, Ned B., Information Management Programs

WG-6

Hicks, James E., Bureau of Administration

WG-7

Byrd, James Bobby, Bureau of Administration

Jefferson, Leslie B., Bureau of Administration

Parham Sr., Leroy P., Bureau of Administration

WL-7

Griffith, Jerone L., Bureau of Administration

Thomas, Oliver J., Bureau of Administration

Appointments

Alspaugh Jr., Clarence H., African Affairs

Arns, Barbara Jo, Seattle Passport Agency

Baer, Dean Allen, Seattle Passport Agency

Bartko, Daniel J., Diplomatic Security

Baum Jr., Russell Alton, Politico-Military Affairs

Boggs, William D., Office of the Inspector General

Bohmann, Marie, Office of the Inspector General

Bollinger, Carolyn Finas, New Orleans Passport Agency

Brazee, Kathryn Louise, Seattle Passport Agency

Broadwater, Mary J., International Communication and Information Policy

Brown, Janine Marie, Pre-Assignment Training

Cessna, Michael Stephen, Office of Legal Adviser

Collias, Mary M., African Affairs

Dorrance, John C., Information Management Programs
Flynn, Bonnie L., Employee Services Center
Germano, Maria Lynn, Soviet Union Affairs
Glennon, John P., Information Management Programs
Goetz, Teresa L., Pre-Assignment Training
Gotoh, Yoshiaki, Language Studies, Asian and African Languages
Hoefler, Marjorie T., European Affairs
Isley, Stephanie Erin, Office of Foreign Buildings
Jones, Catheryn M., Bureau of Public Affairs
Kirk, Mark S., Inter-American Affairs
Kling, James, Northeast Passport Processing Center
Lahiguera, Charles E., Information Management Programs
Maclay, Colin Miles, Inter-American Affairs
McCue, Thomas P., Information Management Programs
Miller, Dianne Le Pree, New Orleans Passport Agency
Minton, Michael R., Office of Foreign Buildings, Architectural Branch
Miscoll, Kathleen P., Diplomatic Security; Policy & Counterterrorism
Mulvin, Michael R., Information Management Programs
Myrick, James F., Consular Affairs
Necessary, Del H., Diplomatic Security, Los Angeles Field Office
Oliver, Darriell, Office of Foreign Buildings
Owen, M. Elizabeth, Office of International Conferences
Perrego, Michael Louis, Consular Affairs, Systems Applications Staff
Peters, Phelon D., Secretariat, Board of Examiners
Plitt, Joann R., Office of Foreign Buildings
Powers, Elizabeth Ann, Office of the Inspector General
Rasmussen, Nicholas James, Presidential Management Intern Program
Reid, William F., Health Care Programs
Renison, Brent William, Seattle Passport Agency
Riddle, Timothy S., Bureau of Administration
Sellers, Brenda Lynn, Seattle Passport Agency
Shepherd, Fran J., Information

Management Programs
Smith, Angela Denise, Consular Affairs, Personnel Branch
Smith, Charles Martin, Diplomatic Security
Smith, Emily Yvonne Thomas, New Orleans Passport Agency
Smith, James C., Office of the Inspector General
Spriggs, Brian Dewitt, Consular Affairs, Personnel Branch
Strain, Rebekah Ann, Office of Foreign Buildings
Toure, Anne Marie, Romance Languages
Tso, Kin Fai, Information Management Programs
Webb, Mary Elizabeth, New Orleans Passport Agency
Weigert, Stephen L., Intelligence and Research, Politico-Military Analysis
Williams, Thomas E., Human Rights and Humanitarian Affairs
Wilson, Etta M., Office of the Legal Adviser
Wyatt, Sherri L., Seattle Passport Agency

Reassignments

Banks, Kim Renee, Pre-Assignment Training to State Magazine
Burton, Pamela A., Bureau of Personnel to Diplomatic Security
Downey, Mary K., Pre-Assignment Training to Bureau of Personnel
Ehlers, Arthur H., Pre-Assignment Training to Bureau of Personnel
Evans, Patricia A., Inter-American Affairs to Board of Examiners
Hockaday, Inez D., International Organization Affairs to Information Management Programs
Lee, Michelle L., Pre-Assignment Training to Equal Employment Opportunity and Civil Rights
Lenet, Jan E., European Affairs to Bureau of Personnel
Menares, Carla H., Pre-Assignment Training to African Affairs
Middleton, Tracie, Pre-Assignment Training to Diplomatic Security, Washington Field Office
Mitchell, Kumiah Natasha, Bureau of Personnel to Economic and Business Affairs
Rollins, Shearita Marie, Intelligence and Research to Consular Affairs, Personnel Branch
Sens, Andrew D., Pre-Assignment

Training to Operations Center
Smith, Terri G., Pre-Assignment Training to International Organization Affairs
Snelsire, Richard W., Pre-Assignment Training to Bureau of Public Affairs
Vandenbroucke, Donna Ruth, African Affairs to Legislative Affairs

Resignations

Ambrose Jr., John V., Office of Inspector General
Barrett, Claire Winifred, Information Management Programs
Belsches, Kathy D., Information Management Programs
Bethune, Timothy, Information Management Programs
Brinker, Jeffrey K., Information Management Programs
Brooks, Troy Spencer, Information Management Programs
Brown, Anjenine C., Passport Services
Burnett, Frederica Lea, Foreign Service Institute, Curriculum and Staff Development
Campbell, Darcey E., Bureau of Public Affairs
Chatmon, James Terrell, Information Management Programs
Cleaver, Liam J., Information Management Programs
Cottman, Darrell C., Passport Services
Cunningham, Crystal Deon, Passport Services
Earl, James D., Office of Legal Adviser, Economic, Business and Communications Affairs
Edholm, Gary L., Los Angeles Passport Agency
Flanagan, Ellen M., Economic and Business Affairs
Frapolli, Alice M., Oceans and International Environmental and Scientific Affairs
Gaither, Claudine Cheryl, Passport Services
Green, Michael M., Office of Chief Financial Officer, Travel Voucher Section
Jackson, Janice Denise, Office of Chief Financial Officer, Domestic Accounting & Control Division
Jiang, Sandy S., Los Angeles Passport Agency
Johnson, Mary C., Passport Services
Koehley, Peter C., Office of Inspector General
Mangan, Shawn Joseph, Houston Passport Agency
McKeon, Charles S., Bureau of Administration

Club at Bolling now welcomes Civil Service members

The Bolling Air Force Base Officers Club, responding to a Department request, is offering membership to Civil Service employees of State in grades GS-9 and above. The cost is \$20 per month.

Those interested should write to Membership Secretary, Bolling Air Force Base Officers Club, Bolling Air Base, Washington, D.C. 20332. Or telephone (202) 563-8700. □

Payne, Diane Y., Diplomatic Security, New York Field Office
Pendleton, Tywana Rachel, Economic and Business Affairs
Ramos, John, International Organization Affairs, Office of Administrative Affairs, New York
Ramsey-Parrish, Alvertis B., Office of Inspector General
Redding, Sheena J., Pre-Assignment Training
Ross, William Whittemore, Bureau of Intelligence and Research
Shahan, Linda Diane, Seattle Passport Agency
Szlosek, Gustav P., San Francisco Passport Agency
Trzeciak, Adam R., Office of Inspector General
Turner, Evangeline, Chicago Passport Agency
Tyndell, Sheila Ray, Bureau of Oceans and International Environmental and Scientific Affairs
Valladares, Armando, Bureau of International Organization Affairs
Williams, Troy M., Office of Recruitment, Exams and Employment
Woodward, Laura D., Passport Services
Yeh, Sue-Fen Chen, Houston Passport Agency

Retirements

Caldwell, Joyce Ann, Office of Under Secretary for International Security Affairs
Moore, Vincent R., Los Angeles Passport Agency
Vezina, Mary A., Diplomatic Security, Protection and Investigations
Whitlock, George Earl, Information Management Programs ■

Personnel: Foreign Service

Appointments

Adams, Sarah K., Stockholm
 Albert, Andrea K., European Affairs
 Aldridge, Susan L., USNATO-Mission/Brussels
 Baum, Leslie C., Gaborone
 Bauso, Janet M., Niamey
 Betso, Kathleen A., Tegucigalpa
 Blau, Eunice C., Brasilia
 Bolden, Agustina Barrera, Mexico City
 Bradley, Olga M., Stockholm
 Brocco French, Luule Inge, Bogota
 Browne, Jean E., Cairo
 Byrd, Patricia D., Gaborone
 Carper, Sharon Lee, Lusaka
 Carter, Marlene Deanne, Specialist Intake
 Cather, Nicole M.L., Brasilia
 Clayton, Rachel D., Jerusalem
 Conrad, Kathie D., Prague
 Cunningham, Maria A., Bangkok
 Daley, Thomas William, Specialist Intake
 Douthit, Kelly A., Bonn
 Dubbs, Sondra K., Gaborone
 Durnell, Laurie S., Cape Town
 Eades, Janice Chamelin, San Salvador
 Evans, Ana E., Havana
 Feiser, Sharon E., Geneva, U.S. Mission
 Fern, Daniel David, Specialist Intake
 Fochs, John E., Freetown
 Fonfrias, Ruth Lydia, Quito
 Forehand, Jody C., Moscow
 Gilsdorf, Warren Lee, Specialist Intake
 Gong, Teddy, Consular Affairs, Office of Executive Director
 Goodowens, Barbara A., Cairo
 Gurian, Julia Mignon, Peshawar
 Hight, John Christopher, Moscow
 Hunt, Susan J., Specialist Intake
 Ioane, Falaniko Ateliano, Specialist Intake
 Jeffroy, Brigitte A. Canberra
 Johnson, Gayle Ann, Hamilton
 Kaiser, Miriam D., Lima
 Khoury-Kincannon, Sahar, Riyadh
 Kibby, Marie Renee, Montreal
 Krage, Sue T., Panama
 Lavelle, Delia Ford, Riyadh
 MacCammon, Carmen Luz, San Salvador
 Maher, Marilen J., Mogadishu
 Major, Laurie M., Dhaka
 Mangum Jr., Ocie Kirklin, Specialist Intake
 McAnney, Melissa H., Lagos
 Melville, Joanna Catherine, European Affairs, Post Management
 Mesa, Monica, Managua
 Mills, Eugenia Davis, Wellington
 Mitchell, Alistair N., Rangoon
 Mitchell, Mark Paul, Specialist

Intake
 Morris, Maria K., Lima
 Mulligan Jr., Donald F., Politico-Military Affairs
 Nissen, Belgin, European Affairs, Post Management
 Nored, Premilla Ann Rachel, Brasilia
 Offutt, Denison Kyle, Specialist Intake
 Ostick, Catherine T., Buenos Aires
 Ottinger, James M., European Affairs
 Patzer, Tracy L., Manila
 Pinzino, Luigina E., Rome
 Powers, Margie, Mogadishu
 Praster, Rebecca A., Berlin
 Price, Michele S., Sofia
 Ralls, Alice Jane, The Hague
 Riley, Kim Kilgo, Harare
 Roach, Carolyn J., Copenhagen
 Roule, Lorie A., Muscat
 Sanchez, Leandra, Tegucigalpa
 Shaw, Barbara S., Gaborone
 Smith, Janice G., Tokyo
 Soule, Yuka Nicole, Nairobi
 Staniak, Irena K., Moscow
 Stark, Carla Ann, Belize City
 Starr, Larry F., Kinshasa
 Steichen, Carol, Budapest
 Strance, Cheryl Lynne, Monrovia
 Tilton, Juliane D., Rome
 Tonus, Valerie G., Asuncion
 Turner, Mary M., New Delhi
 Vaughn, Deborah, Ankara
 Villines, Nelda G., Helsinki
 Wardman, Harold Brandt, Specialist Intake
 Weakley, Carol S., Sao Paulo
 Williams, Timothy Scott, Specialist Intake
 Young, Andrew R., Pre-Assignment Training

Transfers

Adams, Robert L., Yugoslavia to Brussels
 Adams, William L., Diplomatic Security to Tel Aviv
 Alcantara, Ruben R., Nigeria to Damascus
 Antokol, Phillip Norman, Foreign Service Institute, Center for the Study of Foreign Affairs to Port-of-Spain
 Bachman, Brian, Pre-Assignment Training to Mexico City
 Baganz, Vienna K., Hungary to Vienna
 Baker, Georgia Yvonne, Sri Lanka to Kingston
 Barnes, Jerald H., Foreign Service Institute, Language Training to Paris
 Bayard II, Carlton, Bangkok to Frankfurt
 Benson, Edward L., Pakistan to Information Management Programs

Beroud, Marc A., South Africa to African Affairs
 Braun, Bertram D., Portugal to Belize City
 Brock, Samuel Vincent, Inter-American Affairs to International Organization Affairs
 Brown, Natalie E., Pre-Assignment Training to Conakry
 Brown, Rickey Kay, Information Management Programs to Beijing
 Burchfield Sr., Timothy W., Foreign Service Institute to Diplomatic Security
 Caldwell, Gary Lee, Bureau of Diplomatic Security to Foreign Service Institute, Language Training
 Caldwell, Sally, Canada to Bureau of Personnel
 Clark, Howard Dean, Foreign Service Institute, Language Training to Budapest
 Clore, Raymond E., Office of Nonproliferation and Export Policy to Office of Ecology, Health and Conservation
 Conley, John B., Columbia to Inter-American Affairs
 Cook, Margaret S., African Affairs to Lagos
 Covington, Karl W., Romania to Diplomatic Security
 Cunningham, Francis Xavier, Office of Environmental Protection to Bureau of Personnel, Examination Division
 Cunningham, James B., North Atlantic Treaty Organization to International Organization Affairs, Political Affairs
 Curley, Renate M., Kuwait to Bonn
 Da Silva, Denise A., Bahrain to Madrid
 Doan, Kathryn, European Affairs to Foreign Service Institute, Language Training
 Dougherty, Thomas J., African Affairs to Johannesburg
 Dreher, David Ross, Netherlands Antilles to Visa Services
 Duncan, Terri Lee, Office of Chief Financial Officer to Oceans and International Environmental and Scientific Affairs, Office of Assistant Secretary
 Durkin, Joseph P., Diplomatic Security, Philadelphia Field Office to Diplomatic Security, Secretary's Detail
 Emrich, Sigrid, China to Bern
 Ettesvold, Kaara Nicole, International Organization Affairs to Leningrad
 Eustace Jr., John Martin, Diplomatic Security, Washington

Field Office to Bureau of Personnel
 Fleitman, Randolph H., United Kingdom to Economic & Business Affairs, Energy Consumer-Country Affairs
 Flowers, George A., Economic and Business Affairs, Security Trade Controls Division to Foreign Service Institute, Language Training
 Forbord, Thomas Austin, Argentina to Inter-American Affairs
 Ford, Doris W., Oman to Sofia
 Freeman, Patrick T., Nicaragua to Bureau of Personnel
 Fuhrer, Mary Jo, Bahamas to Bureau of Personnel, Office of Performance Evaluation
 Gable, Michael G., European Affairs to Foreign Service Institute, Language Training
 Gaddis, John Patrick, Zimbabwe to Cairo
 Gaouette, Mark J., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Coordination Center
 Gibbs, John H., Hong Kong to Information Management Programs
 Gibson, Gary M., Diplomatic Security to Djibouti
 Giles, Geoffrey N., European Affairs to Leningrad
 Glassman, Deborah, Operations Center to European Affairs, European Security and Political Affairs
 Glidewell, Barbara A., Ankara to Bureau of Personnel
 Glidewell, Barbara A., Bureau of Personnel to East Asian and Pacific Affairs, Office of Executive Director
 Goodfriend, Mark A., Israel to New Delhi
 Green, Milton V., Information Management Programs to Bonn
 Grierson, John R., Beirut to Near Eastern and South Asian Affairs
 Gzehoviak, Alina E., Turkey to Amman
 Hall, Patricia Lasbury, European Affairs to Foreign Service Institute, Language Training
 Hammond, Carol Ann, Honduras to San Salvador
 Hanna, Nabil I., Tanzania to Prague
 Harger, Raymond H., Soviet Union to Nato, Brussels
 Harrison, Beverly O., China to London
 Hartung, Robert A., Foreign Service Institute, Language Training to Vienna
 Hassani, Frederic C., Bureau of Personnel to Foreign Service

- Institute
Hayden, Barbara J., Portugal to Belize City
Henry, Peter J., Soviet Union to Information Management Programs
Herrmann, George S., Diplomatic Security to Seoul
Hughey, Walter M., African Affairs to Brazzaville
Hutchens, Daniel A., China to Pretoria
Imler, Norman B., South Africa to African Affairs
Infante, Salvador, Information Management Programs to Bogota
Jablon, Brian A., Diplomatic Security to Canberra
Jackson, Nancy L., Soviet Union to Havana
Johnson, Sylvia D., Dominican Republic to Barranquilla
Jorgensen, Sophie G., Syria to Antananarivo
Jungfleisch, Joan M., Specialist Intake to Foreign Service Institute, Language Training
Kansas, Patricia Jane, Guinea to Frankfurt
Kay, Lawrence J., Pre-Assignment Training to Matamoros
Kearns, John J., European Affairs to Foreign Service Institute, Language Training
Kirby Jr., William A., Assignment to Nongovernmental Organization to Near Eastern and South Asian Affairs
Kludt, Ramona Q., Accra to Bucharest
Koch, Barbara L., Foreign Service Institute, University Training (long-term) to Rome
Lapoint, Mark W., Senegal to Bangkok
Ledahawsky, Frank J., China to Madrid
Leung, Alfred S., Saudi Arabia to Office of Foreign Buildings, East Asian and Pacific Area Branch
Little, Glenn F., Papua New Guinea to East Asian and Pacific Affairs
Longpre, Olivia Lynne, Tel Aviv to Near Eastern and South Asian Affairs
Maresca, John J., European Affairs to Vienna
Mattras, Pauline M., Specialist Intake to Bonn
Maxwell III, William A., Diplomatic Security to Cairo
Maynard, Cathleen Eleanor, East Asian and Pacific Affairs, Office of Assistant Secretary to East Asian and Pacific Affairs, Office of Executive Director
Middleton, Thomas J., Diplomatic Security to Guatemala
Miller, David Richard, Brussels to Foreign Service Institute, Language Training
Milligan, Michael L., France to Ankara
Moore, Mona E., Diplomatic Security to Office of Inspector General
Moore, Wendela C., Office of Bilateral Trade Affairs to Brussels
Moser, William H., Egypt to Paramaribo
Nelson, Michael H., Diplomatic Security, San Francisco Field Office to Monrovia
Neuling, R. Bruce, Brazil to Economic and Business Affairs, Special Trade Activities Division
Neuser, David C., Abidjan to Port-au-Prince
Nicholson, Charles R., Hong Kong to Bonn
Odell, Deborah M., Office of Ecology and Natural Resources to Monterrey
Paik, George F., Trinidad and Tobago to Brasilia
Park, Deborah Perrie, Intelligence and Research to Foreign Service Institute, Language Training
Pearson, Beatrice M., United Kingdom to Montevideo
Perez, Virgilio, Guinea to Bogota
Plummer, William, Pre-Assignment Training to Guayaquil
Proulx, Kenneth E., Inter-American Affairs to Quito
Pybus, Nani Suzette, Syria to Belgrade
Reilly, Timothy M., Israel to Near Eastern and South Asian Affairs
Rhian, Barbara F., Information Management Programs to Ottawa
Riad, Nermien N., Diplomatic Security to Office of Foreign Buildings
Roberts, Jean C., China to East Asian and Pacific Affairs
Roe, Todd D., Zaire to Praia
Rogers, Penelope A., Brazil to Bissau
Ryan, Lola May, Buenos Aires to Budapest
Safir, Rose, Information Management Programs to Guangzhou
Schaffer, Howard B., Foreign Service Institute to Near Eastern and South Asian Affairs
Schoelwer, Michael H., European Affairs to Vienna
Schwering, Katherine A., Political Military Affairs to Foreign Service Institute, Language Training
Seeds, Kristin M., Diplomatic Security to Abidjan
Shuff, Michele M., Information Management Programs to Bujumbura
Siletzky, Robert, Yemen to Office of the Geographer
Snow, Sally M., Finland to Istanbul
Sparks, Charles E., Diplomatic Security to Foreign Service Institute, Language Training
Staeben, Derwood Keith, France to Athens
Starnes, Robert Wayne, Diplomatic Security, Houston Field Office to Guatemala
Steakley, Mark J., Diplomatic Security to Bucharest
Stewart, Bruce J., New Delhi to Dhaka
Stoll, Kibby F., Bonn to Information Management Programs
Sweatt, Mona P., Saudi Arabia to Near Eastern and South Asian Affairs
Terzuolo, Eric Robert, Eastern European Affairs to Foreign Service Institute, Language Training
Tessmer, Karen Sylvia, Denmark to European Affairs
Tschirgi, Scot W., Argentina to Inter-American Affairs
Urs, Krishna R., Bangladesh to Managua
Walden, Charles K., Bahrain to Shanghai
Wallace, Kenneth Irvin, Lahore to Bonn
Winters, Mark E., Colombia to Dhahran
Yates, Raymond Lee, Diplomatic Security to Frankfurt
Zelle, Susan W., Central African Affairs to Madras
Zupan, Mike S., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Analysis and Special Projects
- Griffith, Alice M.**, Calcutta
Haase, Katherine E., Kathmandu Language School
Harper, David G., Diplomatic Security
Harris, Kevin J., Foreign Service Institute
Haynes, Noel S., Diplomatic Security
Hellebrand, Patricia J., Brussels
Hittle, Lucia, Havana
Hollenbeck, Bernice E., Athens
Huffman, Sandra M., Paris
Ifland, Gisela M., Cairo
Jackson-Mandel, Jill, Abidjan
Johnson, Georgia M., Rio de Janeiro
Kepner, Jeanne Marie, Bern
Kerner, Dolores J., Belgrade
Khoury-Kincannon, Sahar, Riyadh
Kouttab, Elizabeth Ann, Harare
Little, Betty Jo, Port Moresby
Lockwood, Elizabeth Mary, Lilongwe
Long, Sherry Lynn, Mexico City
Marsh, Barbara Overman, Kinshasa
Milstead, Carolyn J., Nairobi
Milton, Deborah N., Leningrad
Moore, John Allen, Dakar
Moore, Kristi L., Havana
Moretti, Mark E., Tunisia
Morris, Maria K., Lima
O'Brien, Jane Y., Dublin
Palmer, Ann S., Paris
Pieterick, Charles, Khartoum
Pruett, Nancee, Manila
Rek, Lola Jean, Madrid
Roll, Susanna M., Beijing
Saxe, Jo-Anne B., Moscow
Schlegel, Sharron A., Kigali
Slick, Laurie C., Berlin
Sobson, Lorraine E., Tel Aviv
Springer, Charlette R., London
Stark, Carla Ann, Belize City
Stout, Patricia A., Kinshasa
Taylor, Lisa M., Cape Town
Viss, Joanne G., Jakarta
Wieger, Denise M., Stuttgart
Wilhight, Lawrence Lee, Islamabad
Wisecarver, Dolores L., Leave without pay status
- Resignations**
Abood, Nabeha J., Belgrade
Ackerman, Helena, Prague
Backus, Theresa A., Athens
Bookman, Jo Elyn, Dar es Salaam
Boyo, Evangeline Bonnie M., Lagos
Christian, Dawn Gaye, Warsaw
Emerson, Ossie M., Islamabad
Evans, Ana E., Havana
Formes, John J., Leave without pay status
Frazier, Cheryl Diane, Athens
Gallardo, Jaquidon D., Riyadh
Garcia, Myriam, Mexico City
- Retirements**
Ballue, Donald I., Moscow
Chiotis, Frances, Madrid
Dalrymple, Myra F., Rabat
Fischer, David J., Munich
Gaber, Mary S., Panama
Hallman, Bryon A., Mexico City
Hearne, Francis P. G., Niamey
Korcak, Jerome M., Mexico City
Larson Jr., Harry L., Kigali
Murphy, Peter K., Bonn
Okun, Herbert S., Assignment to Nongovernmental Organization
Summers, Jane A., Sao Paulo ■



Recycling:

It's the Right Thing To Do

Secretary Baker is supporting and participating in the Department's efforts to recycle. DC law requires all businesses and offices in the District to recycle. Each ton of recycled paper saves 17 trees, 2.5 barrels of oil, and 3 cubic yards of landfill space. The recycling of office-grade white paper should now be standard operating procedure. If your office has not received recycling boxes, please call OPR/FMSS/B, 647-5610.



As of Monday, September 24, 1990, newsprint (newspapers) also must be recycled. Employees are asked to deposit newspaper in the blue containers located near the freight elevators on each floor.

Office managers should determine the most efficient way to transport newsprint to the recycling locations. Newspapers should not be placed in office trash containers or left in hallways.



Planning for aluminum can and glass bottle recycling is currently underway and will be implemented later this year.



Bureau Notes

The Seventh Floor

Office of the Deputy Secretary

Deputy Secretary LAWRENCE S. EAGLEBURGER welcomed JAMES B. WARLICK JR. to his staff, to serve as special assistant. Mr. Warlick recently completed a tour in the Department's Operations Center. □

Office of the Counselor for the Department

On February 20 counselor ROBERT ZOELLICK testified before the Senate Foreign Relations Subcommittee on European Affairs, on "Soviet Disunion: The American Response." □

Office of the Under Secretary for International Security Affairs

On February 5 Under Secretary REGINALD BARTHOLOMEW spoke to the International Management and Development Institute, at the National Press Club, on the future of the Atlantic alliance ... He traveled to Geneva, February 6-10, accompanied by senior adviser JAMES P. TIMBIE, for Start negotiations with a Soviet deputy foreign minister ... Mr. Bartholomew headed the U.S. delegation at the U.S.-Brazil technology transfer discussions, in Washington, February 29-March 1. □

Office of the Under Secretary for Economic Affairs

Under Secretary RICHARD T. McCORMACK traveled to Davos, Switzerland, February 1, to attend the annual meeting of the World Economic Forum ... On February 4-5 he flew to Paris to lead the U.S. delegation to the Organization for Economic Cooperation and Development's executive committee in special session. □

Office of Protocol

Associate chief RICHARD GOOKIN spoke on diplomatic immunity and related considerations at a foreign missions seminar sponsored by the law firm, Wilkes & Artis, February 26 ... SECRETARY BAKER and his wife hosted a luncheon in honor of QUEEN MARGRETHE II of Denmark and PRINCE HENRIK ... Mrs. Baker hosted a coffee in honor of MRS. CESAR GAVIRIA, wife of the president of Colombia ... MICHAEL BOSKIN, chairman, Council of Economic Advisers for the White House, addressed the diplomatic corps ... Assisting with these events were NANCY THOMPSON, RICHARD PAULIS, APRIL GUICE, KIM MIDLETON and JOHNNA WRIGHT.

Queen Margrethe and Prince Henrik were official visitors to the United States during February. Assisting WILLIAM F. BLACK, assistant chief of protocol for visits, were RANDY BUMGARDNER, PATRICK DALY and JESSIE JOHNSON ... Mr. Black coordinated the official working visit of the president of Colombia. Assisting Mr. Black with these visits and those of seven other dignitaries visiting the United States in a private capacity were DAN GROWNEY, JOHN LA PENTA, MARLENE TERRELL-KANE, AGNES WARFIELD and TANYA

TURNER-SANDERS. In addition, MARY MASSERINI handled press arrangements for all the visits. □

Administration

Executive Office

Training of bureau managers and employees is receiving priority attention, the bureau has announced. ROGER WILLIAMS, on developmental assignment from the Department of Defense, has completed a survey of managerial development requirements. JUDITH EAGAR has joined the Personnel Management Division; her previous assignment was in the Foreign Service Institute. She is the bureau's training and development officer. □

Office of Operations

Office of Language Services: Staff interpreters and translators were involved in several missions relating to the Gulf war, including telephone calls placed to foreign leaders by the President and SECRETARY BAKER ... A team of four linguists and 16 contractors, assigned to the Geneva Field Office, worked through the weekend of February 9 to render language support to four arms control delegations and to support meetings in Geneva ... Staff interpreter PETER AFANASENKO spoke during "Soviet Week" at St. Andrew's School in Bethesda, to motivate students to take up the study of foreign languages ... Russian interpreter GALINA TUNIK-ROSNIANSKY has returned to work after a prolonged absence ... On February 21 director HARRY OBST attended a trade program briefing and architectural planning report at the U.S. International Cultural and Trade Center Commission. The commission is being assisted by the office in designing conference facilities and planning foreign language information services.

Safety Office: The office hosted a February meeting of the Metropolitan Washington Federal Safety and Health Council. Topics included "Accommodating People with Disabilities in the Federal Workforce" and "Emergency Egress Issues for Disabled/Handicapped Workers." Over 75 safety and occupational health professionals from different federal agencies, as well as representatives from various State offices, attended.

Many State employees attending a lunchtime training class on video display terminals said they were concerned with carpal tunnel syndrome, a repetitive motion trauma to the wrist which includes symptoms such as numbness, a tingling or burning sensation and pain. Most of the attendees said they believe they may be developing early symptoms. The office, recently became aware of this problem at the passport agencies. It said it plans to increase training in prevention of this problem in domestic and overseas operations. The next worldwide "Safety Health Watch" newsletter addresses the subject in depth.

Commissary and Recreation: The first Office of Commissary and Recreation Affairs newsletter was distributed to the field. It included updates on projects, features and tips on association management, and accounting and computer-

ization guidance. The office said it welcomes input from the field for future issues.

The office has received authorization from Embassy Bonn to establish a Commissary Affairs Office/American Embassy Association-Bonn Joint Regional Procurement Office. A memorandum of understanding is being negotiated for approval and signature. The joint office is intended to provide procurement assistance to associations in Europe, Africa and the Middle East ... The office has been informed that the Foreign Affairs Manual regulations are ready for publishing and should be available shortly for distribution. The office said it would keep employee association management informed of the release date of the regulations pertaining to associations.

General Services: LEE HENDERSON and JENNIFER GOTTSCHALL attended a three-day introduction to the personal computer class at the Foreign Service Institute ... BILL DAVIS, WILEVA JOHNSTON and JEAN HAMILTON worked with Protocol for the luncheon in honor of the queen of Denmark, February 20 ... EDDIE ANDERSON photographed the arrival of the queen at Andrews Air Force Base, and ANN THOMAS photographed the activities at the White House ... KELVIN ARRINGTON provided electronic service for remarks made by the Secretary at the Department luncheon ... Building Services continued to work with Facilities Management to remove excess furniture from the eighth-floor mechanical area, and to clean and paint there. The first mechanical area has been cleared, and painting has started.

Real Property: Office director ROBERT MACK has appointed MARK BUTOWSKY as acting chief of the Design and Construction Division. Mr. Butowsky is a registered architect and project manager for the National Foreign Affairs Training Center project, for the Office of Real Property and the Bureau of Administration ... The main State library is undergoing renovation that should be completed in late spring, the office said ... Groundbreaking for the new building at the International Cultural and Trade Center was February 4.

Systems Development Staff: DIANE STUART has joined the staff as a supervisory computer specialist, heading up automated data processing support for Office of Operations offices and divisions based in Washington. She was in the Office of the Secretary.

Transportation Division: The division is processing a record number of inbound unaccompanied baggage shipments, from evacuated posts, for Near Eastern and African posts. From February 1-14 (10 working days), the Dulles office processed 302 pieces from these shipments for 87 employees.

Building Management: In the third week of the Aluminum Can Recycling Program, there has been a noticeable increase in the collection of cans, the office said. The paper program continued at a steady rate, with two to three pickups per week. □

Office of Foreign Buildings Operations

Deputy assistant secretary RICHARD N. DERTADIAN traveled to Moscow to assist with

BUREAU NOTES

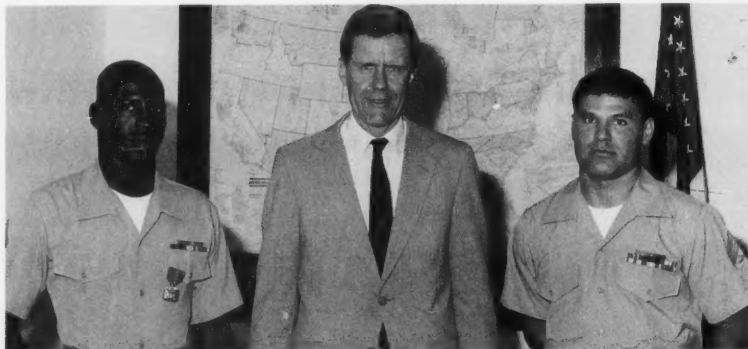
post housing requirements and other property-related issues ... He approved a contract for construction of the new Caracas office building. The effort was coordinated by project manager LLOYD MYHRE. The contract was awarded January 23, and construction was to start last month, with completion scheduled for July 1993. KNOX BURCHETT will be the on-site project director.

The director for acquisitions and planning, JOSEPH T. SIKES, visited Seoul for discussions with post management on strategy and tactics regarding expected negotiations with South Korea on property-related issues ... The director of operations, RICHARD J. SHINNICK, met with principal officer ALAN FLANIGAN, Havana, to discuss planning for the funding, design and construction of a public access control system and other U.S. interests section property-related issues ... Mr. SHINNICK provided a briefing for Ambassador-designate KATHERINE SHIRLEY, Dakar, in which an ongoing swap of property with the government of Senegal was discussed, along with a review of the newly-proposed post housing policy and prospects of constructing increased space (two second-level additions) on the chancery compound. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN traveled to Paris, January 3, for consultations with French officials. He then attended the African-American Institute conference in Cairo, and held meetings in Lusaka and Maputo ... Mr. Cohen visited

KHARTOUM, Sudan—Ambassador *James Cheek* presents Meritorious Honor Award to political secretary *Karen Jacks*.



LOME, Togo—At award ceremony, from left: *Ronnie M. Barrett*, Ambassador *Harmon E. Kirby*, *Jesus Martin Arteaga*.

South Africa, Lesotho, Namibia, Zimbabwe and Botswana, January 18-February 4. In Windhoek, Namibia, he attended the Southern Africa Development Coordination Committee plenary meeting.

Deputy Assistant Secretaries: On February 15 principal deputy assistant secretary JEFFREY DAVIDOW briefed USIA officers on State operations ... He spoke on South Africa and sanctions, before the National Trade Council, February 21 ... He traveled to Brussels, Luanda, Kinshasa, Lagos, Douala, Paris and Lisbon, February 23-March 5 ... Deputy assistant secretary LEONARD H. ROBINSON JR. traveled to New York, February 21-22, where he consulted with UN officials and a number of African permanent representatives.



ANTANANARIVO, Madagascar—Security secretary *Irina Wallace* receives meritorious award from Ambassador *Howard K. Walker* for her performance and services to the American community. She has been reassigned to Algiers.

Office of Regional Affairs: Regional affairs officer DONNA BLAIR accompanied Mr. Robinson to New York, February 21-22, for consultations with UN Africa officials.

Office of Southern African Affairs: Director ROBERT PERITO led the U.S. delegation to consultations on Angola, in Lisbon, February 6-8 ... He addressed the Global Business Forum on southern Africa, in New York, February 13 ... He accompanied Mr. Davidow for consultations with Angolan President EDUARDO DOS SANTOS, in Luanda, in late February, as well as talks in Lagos with JONAS SAVIMBI of the Union for the Total Independence of Angola ... They continued to Lisbon to participate in the March 4 meeting of the tripartite group (Portugal, United States, Russia) on Angola ... Mr. Perito consulted with the British Foreign Office in London, March 6, before returning to



PRETORIA, South Africa—At working dinner at the ambassador's residence, from left: Ambassador *Bill Swing*; Secretary *Louis Sullivan*, U.S. Department of Health and Human Services; Archbishop *Desmond Tutu*, Nelson Mandela, AID administrator *Ronald Roskins*, *Walter Sisulu*. Mr. Mandela and Mr. Sisulu are with the African National Congress.

Washington.

Deputy director **ALAN McKEE** served as acting staff director for Africa at the National Security Council, while **ROBERT FRASURE** was in Africa, January 21-February 4 ... **WALTER PFLAUMER** was on temporary duty in the southern African office, November 1-February 8, prior to beginning Afrikaans language training in preparation for his assignment to South Africa ... **KATHY GERSTNER** is filling in as Botswana-Lesotho-Swaziland country officer until July, during the leave of the outgoing desk officer, **BARBARA M. ASH**. □

Consular Affairs

On March 5 Assistant Secretary **ELIZABETH M. TAMPOSI** testified before the House Subcommittee on International Operations. She discussed Consular Affairs' strategy for coping with the 1990 Immigration Act, and presented a briefing on the bureau's activities ... Ms. Tamposi called on lawmakers in late February to brief them on Consular Affairs' responsibilities and activities. She was accompanied by **JAMES WARD**, principal deputy assistant secretary, and the bureau's executive director, **BARRY KEFAUVER** ... On February 15 Ms. Tamposi, with **JERRY OGDEN**, director of policy and coordination, and **JOHN HOTCHNER**, vice president of the Consular Officers Association, visited the postmaster general to discuss issuance of a commemorative stamp honoring the consular bicentennial ... She chaired a brown-bag lunch in the Visa Office, February 25, for officers and staff, "to raise management concerns and

exchange ideas on Consular Affairs' operations." ... On March 1 Mr. Ward addressed a meeting of the Washington policy council of the American Immigration Lawyers Association.

Visa Services: From January 11-February 6 **CHARISSE PHILLIPS**, special assistant to the office, traveled to Dhahran, Saudi Arabia, to assist the consular section during the early stages of Operation Desert Storm ... **KARL OLSON**, Field Support and Liaison Division, traveled to Brasilia, Johannesburg, Panama and San Salvador, December 31-January 22, to provide training for the computer-assisted nonimmigrant visa processing systems at those posts ... He visited Abidjan, Lagos and Nairobi for follow-up and review of the nonimmigrant visa processing systems at those posts ... The office welcomed **SUSIE TUCKER** and **JIM CARTER**.

Passport Services: **EDWARD N. HART**, regional director, Seattle Passport Agency, participated in a focus group research project, February 21, to look into ways to improve the local General Services Administration public buildings service ... On February 13 **SUSAN I. SHORT**, acceptance agents coordinator in Seattle, visited the county clerk's office in Olympia, to give a short course in passport forms and procedures ... On February 20 she participated in a training session given by the Federal Executive Board public affairs committee for mid-level federal managers, on dealing with the media ... On March 5 Ms. Short, with **STEVEN J. MULLEN**, antifraud coordinator, and **JOAN E. McGEACHY**, adjudication supervisor, conducted training courses at Shorecrest High School, Seattle, regarding travel and living on the Pacific rim.

CONSULAR AFFAIRS—In advanced consular course, first row (left to right): *Fredericka Schmadel*; *Jane Tannenbaum*; *Donna Blair*; the assistant secretary for consular affairs, *Elizabeth M. Tamposi*; *Betty Swope*; *Jay Smith*; *Liz Barnett*; *Marc Gorelick*; *Barbara Johnson*; *Brandon Grove Jr.* (director, institute). Second row: *Charles Oppenheim*; *John Mongeon*; *Ray Baca*; *Paul Davis-Jones*; *Robert Zuehlke*; *Cynthia Garner*; *Randy Bevins*; *Steven Donlon*; *Derwood Staeben*.



BUREAU NOTES

Over 300 students were involved in the classes ... The Washington Passport Agency welcomed RALPH JOHNSON, who has transferred from the Boston agency to replace IDA COX as chief of adjudication. Ms. Cox will serve as chief of the diplomatic and congressional travel branch ... The Washington agency welcomed DEREK WALKER, previously at the Miami agency, and MARIONETTE PLEASANT from the New Orleans agency ... BELINDA BERRY, former assistant regional director at the Washington agency, was to take up her new duties as assistant regional director in San Francisco on March 10.

Fraud Prevention Programs: DENNIS IMWOLD conducted antifraud consultations, February 10-15, at the El Paso Intelligence Center, Ciudad Juarez, Mexico City, and the passport agency in Houston ... He toured the border area between El Paso and Juarez to observe Immigration and Naturalization Service and U.S. Customs operations ... On February 25 MARC GORELICK provided antifraud training for beginning Immigration and Naturalization Service inspectors at the Federal Law Enforcement Training Center, Glynco, Ga ... He gave an antifraud presentation, February 26, to the Immigration and Naturalization Service in Atlanta ... From February 26-28 ROBERT TSUKAYAMA traveled to Raleigh and Charlotte, N.C., to brief North Carolina Bureau of Vital Statistics personnel on counterfeit North Carolina birth certificates and their use in passport fraud ... He briefed the Immigration and Naturalization Service, U.S. Customs and airline personnel on visa and passport photosubstitution problems. □

Diplomatic Security

Diplomatic Security

Resource Management: PAMELA BURTON has joined the Personnel Management Division, Office of Security Administration, as a management analyst ... MARY RUCKER, a management analyst in the division, has developed and is implementing an individual development plan to assist Civil Service employees in reaching career goals. □

Information Management

Planning and Development: KIBBY STOLL has joined the Planning and Development Staff as a computer systems analyst and assistant to deputy assistant secretary W. TIMOTHY HOEHN.

The State/Wang Executive Council held its first meeting February 12 in Washington. The council is composed of Wang executives and deputy assistant secretary-level representatives from State and other foreign affairs agencies. It serves as a board that oversees the State/Wang contract, providing strategic direction, and reviewing vendor/client issues.

Members of the Planning and Development Office automation staff returned from Santo Domingo, where the Terp V/C-Lan is undergoing beta-testing, which was expected to continue through March, with a new release of software to take place this month.



DIPLOMATIC SECURITY—Assistant Secretary Sheldon J. Kryz (right) and the U.S. ambassador to Somalia, James K. Bishop (left), present Certificate of Appreciation to local guard supervisor Robert Nobel for his support during the siege and evacuation from Mogadishu. They said he placed his life in jeopardy on several occasions, in defense of the embassy and U.S. personnel.

Plans are underway for activities to commemorate the 75th anniversary of what is now the Bureau of Diplomatic Security. These include documenting the history of the organization, recognizing the achievements of the men and women of the bureau, recording the story of the Special Agent Badge and providing a permanent photographic exhibit of the period from 1916 to the present. An effort is underway to acquire memorabilia, especially photographs depicting the earlier days of domestic and overseas operations, along with specific events. Interviews will be conducted with current and retired personnel, to contrast past and present security achievements. A series of articles detailing historical and personal accounts is being prepared.

CLARK M. DITTMER has appointed a steering committee for the 75th anniversary. He said its primary objective will be to coordinate within the organization to determine the views of employees, and to then make recommendations on how the occasion should be commemorated. Members of the committee are JEFF BOWERS (chairman), Office of Field Office Operations director; BOB O'BRIEN, director of professional development; PETE GALLANT, regional director for African affairs; MARK STEVENS, Office of Security Technology; PATRICIA KELLY, Office of Overseas Operations; MIKE WILLIAMS, Protective Liaison Division; TONY RICHARDS, Washington Field Office; DEAN WOODEN, Diplomatic Security Service; and MEG RAVNHOLT-HANKIN, Office of Security Awareness. □

East Asian and Pacific Affairs

On February 6 Assistant Secretary RICHARD H. SOLOMON discussed the Persian Gulf situation in a USIA Worldnet briefing with members of the press in Seoul and Tokyo ... DESAIX ANDERSON, principal deputy assistant secretary, addressed students at a Presidential Classroom for Young Americans seminar on U.S. Foreign Policy, February 21, at the Omni Shoreham Hotel ... On February 25 Mr. Solomon, with deputy assistant secretary ROBERT C. FAUVER and the director of the Office of Economic Policy, RALPH R. MOORE, addressed the U.S. member committee of the Pacific Basin Economic Conference ... On February 28 Mr. Anderson traveled to New York to participate in the Council on Foreign Relations Study Group sessions focusing on trends in American society and American attitudes over the next decade, and the implications for U.S.-Japan relations ... On March 1 Mr. Fauver, accompanied by ROBERT REYNOLDS, Office of Economic Policy, traveled to Cheju Island, Korea, to attend the Asia-Pacific Economic Cooperation senior officials' meeting.

MATTHEW DALEY, director of regional affairs, accompanied special negotiator RICHARD ARMITAGE to the Philippines, February 7-15, for continued base negotiations ... JIM KELMAN, on detail from USIA, has joined the bureau as congressional liaison officer ... Special Representative ELLIOTT RICHARDSON traveled to Hong Kong for the February 25-26 pledging session of the Philippine multilateral assistance initiative. He was accompanied by JAMES NACH, director, Office of the Philippines, and JOHN FORBES, Office of the Multilateral Assistance Initiative for the Philippines. Ambassador NICHOLAS PLATT attended from Manila ... Mr. Nach visited the commander-in-chief, Pacific, en route to Washington ... On March 11 NORM HASTINGS, desk officer for



MANILA, Philippines—Administrative counselor *Robert A. MacCallum* presents Meritorious Service Increase Certificate to *Vella G. Wells*, support communications officer. With them, from left: *Bradley L. Summers*, communications support officer; *Brady T. Marking*, systems manager; *Barbara J. Martin*, personnel officer; *John L. Hughs*, information management officer.

North Korea, participated in the Korea seminar at Claremont McKenna College, Claremont, Calif. □

Economic and Business Affairs

On February 12 Assistant Secretary *EUGENE J. McALLISTER*, traveled to Boston to address students and faculty at the School of Government, Harvard University, on economic issues and national security ... *CHARLES ANGEVINE*, dep-

ECONOMIC AND BUSINESS AFFAIRS—*JoAnn M. Rowe* receives Meritorious Honor Award from deputy assistant secretary *Christopher Hankin* (center), for her performance during an interagency review of the multilateral strategic export control system. *Timothy E. Brand* receives Meritorious Honor Award for resolving three export control cases involving U.S. exports to the Soviet Union.



uty assistant secretary for transportation affairs, chaired the U.S. delegation to U.S./Canada civil aviation talks in Ottawa, February 21 ... He chaired the U.S. delegation to aviation consultations in Washington, February 28-March 1 ... *RON KIRKPATRICK*, Office of Aviation Negotiations, took part in the talks ... *PAUL WISGERHOF*, director, Office of Aviation Negotiations, chaired the U.S. delegation to civil aviation negotiations with Spain, in Madrid, February 12-15 ... *ROBERT STERN*, deputy director of the office, chaired the U.S. delegation to civil aviation talks with Czechoslovakia, in Washington, February 26-27 ... *MARGARET COMISKEY*, same office, participated in the talks.

GEOFFREY OGDEN, director, Office of Maritime and Land Transport, participated in Organization for Economic Cooperation and Development shipbuilding subsidy negotiations, in Paris, February 25-March 1 ... *ROBERT L. PRICE*, director, Office of Cocom Affairs, addressed a forum of the Electronic Industries Association, on "A New Era in Export Controls," February 14, in Washington.

JOANN M. ROWE, secretary to *CHRISTOPHER G. HANKIN*, deputy assistant secretary for international trade controls, received a Meritorious Honor Award, February 22, for her contribution to the bureau's interagency review last year of the strategic export control system main-

tained by the United States and its allies in the Coordinating Committee for Multilateral Export Controls ... *TIMOTHY E. BRAND*, Office of Cocom Affairs, received a Meritorious Honor Award, February 22, for his role in resolving three visible and contentious strategic export cases involving exports of aircraft, computers and air traffic control radar systems to the Soviet Union.

WESLEY SCHOLZ, director, Office of International Commodities, traveled to New York, February 21-22, to participate in the signing of the deep seabed mining agreement with China, and to attend a meeting with the industrialized countries on the agreement.

People: A recent arrival: *BRUCE NEULING*, Special Trade Activities Division. □

Foreign Service Institute

The Family Liaison Office and the Overseas Briefing Center held a seminar, "Getting Connected," for evacuees and their families ... On February 9 Cable News Network highlighted the Center for the Study of Foreign Affairs, in a program titled "Future Watch." The center's report, "Thinking about World Change," will be published soon for public sale ... *BOB WILSON* and *GENE PROPHET*, from the School of Language Studies and the Office of Management Information Systems, were in Kissimmee, Fla., February 19-22, attending the Society for Applied Learning Technology conference, which focused on training, performance and health care sciences ... On February 11 *PETER BECHTOLD*, chairman, Near East/North African studies, addressed members of the Amphibious Warfare

FOREIGN SERVICE INSTITUTE—The staff of the Overseas Briefing Center and the executive board of the Association of American Foreign Service Women discuss family training. Seated, left to right: *Mary Lucius*, *Lesley Dorman*, *Leslie Arietti*, *Jacquetta Searle-Grey*, *Patricia Ryan*. Standing: *Tuula Toney*, *Lee Leonhart*, *Vicky Simons*, *Anne Kauzlarich*, *Lee Lacy*, "McGruff the Crime Prevention Dog"; *Sue Parsons*, *Marjorie Morris*.



BUREAU NOTES

School, Marine Corps University, at Quantico, Va., on "Views from the Middle East." ... On February 14 he presented a talk, "The United States in the Middle East," to officials with the National Security and International Affairs Division of the U.S. General Accounting Office. □

Human Rights and Humanitarian Affairs

The country human rights reports team, comprised of NICHOLAS G. ANDREWS, Ambassador (ret.) DAVIS E. BOSTER, DONALD S. HARRIS, JOHN J. MULLIN and JAMES F. RELPH JR., under the supervision of THOMAS E. WILLIAMS SR., completed and prepared for submission to Congress, on January 31, the "Country Reports on Human Rights Practices for 1990." This was the 15th annual report on human rights practices prepared and submitted to the Congress by the Department. It was made public at a press conference held by Assistant Secretary RICHARD SCHIFTER, February 1. He testified on the report before the Subcommittee on Human Rights and International Organizations of the House Foreign Affairs Committee, February 26, and before the Senate Foreign Relations Committee, February 28.

Mr. Schifter traveled to Mexico City, January 27-30, to meet with government officials and human rights groups ... He attended the Armonk Institute Atlantik-Bruecke Conference, in New York, February 10-11 ... On February 19 he met with Soviet minister of justice, SERGEI LUSHCHIKOV; their discussions centered on U.S.-Soviet law matters and Soviet emigration policy and law ... Yugoslavia was the subject of Mr. Schifter's testimony before the Senate Foreign Relations Committee, February 21 ... He spoke on the topic, "Rule of Law," in Charlottesville, Va., at the University of Virginia law school's Center for National Security Law, February 22.

On January 24 ROSEMARY O'NEILL briefed leaders of the Ukrainian-American community and, on February 19, she briefed the vice president of the Armenian Soviet republic on U.S. humanitarian cooperation projects now being facilitated by the Department with the Soviet government and the Ukrainian, Russian and Armenian republics ... On January 31 she cochaired, with an officer from the Department of Health and Human Services, a meeting of social services experts to develop a proposal to establish centers for social transition, in Moscow and Leningrad, that will provide counseling for persons who have problems such as substance abuse and family violence ... On February 15 she briefed the staff of the Helsinki Commission about U.S. humanitarian projects with the Soviet Union that are being facilitated by the Department ... On February 22 she briefed a U.S. delegation on facilities for the elderly, before its March visit to Moscow. The delegation, which will focus on the construction of senior centers in the Soviet Union, will be hosted by the Russian ministry of social assistance.

MICHAEL JACOBSEN, bilateral affairs

officer for Central and Latin America and the Caribbean, traveled to Chicago, February 7, where he delivered an address on "U.S. Human Rights Policy in Central America," at the International Human Rights Law Institute at De Paul University. □

Inspector General's Office

Inspector general SHERMAN M. FUNK accompanied a review team visiting the Soviet Union to follow up on security issues at the Moscow embassy ... Members of his staff, including JOHN PAYNE, assistant inspector general for audits, attended a President's Council on Integrity and Efficiency executive development management seminar, February 25 ... CHARLOTTE F. JONES was selected as secretary to the deputy inspector general; she worked previously in the Bureau of Politico-Military Affairs.

Office of Audits: Mr. Payne attended the first national conference of inspectors general of the United States, February 27-March 1, in Annapolis, sponsored by the Association of Government Accountants ... AUGUST VAN DESSEL, audit manager, Real Property and Procurement Division, attended a Government contract pricing training course, February 18-22, in Charlottesville ... MARIE BOHLMAN joined the Consular and International Division, from the inspector general's office at the Veterans Administration.

Office of Inspections: Former inspector HERB TYSON was awarded the Superior Honor Medal for his "consistent record of outstanding service, 1987-90, in improving Department programs and operations through the inspection of 18 embassies, 3 regional missions, 3 consulates general, 2 bureaus and 4 special offices and assignments." He is now assigned to Embassy Athens.

The inspection teams are beginning their spring cycle reviews. Team 1, led by ROSCOE SUDDARTH, will inspect Brazil; Team 2, directed by RICHARD HOWLAND, will review operations in Zaire, Burundi and Rwanda; Team 3, under the leadership of DAVID ZWEIFEL, will inspect the Office of the Legal Adviser; Team 4, led by WILLARD DEPREE, will

inspect the Philippines; and Team 5, led by FERNANDO RONDON, will conduct a review of Switzerland and the U.S. mission in Geneva.

Office of Investigations: ROBERT S. TERJESSEN, acting assistant inspector general for investigations, was presented a special achievement award by the National Association of Federal Investigators, for "enhancement of professionalism" in the federal law enforcement community. During his 15 years with the association, Mr. Terjesen held the positions of national vice president, second vice president, secretary, board member and chairman of the annual golf tournament. For the past 2 years, he has been director of the association's endowment fund, which provides scholarships to college students and dispenses benefits to survivors of law enforcement officers killed in the line of duty ... On February 18 Mr. Terjesen addressed the annual conference of the National Sheriffs Association, at the Grand Hyatt Hotel, Washington; he spoke on law enforcement investigations in federal offices of inspector general ... JAMES C. SMITH joined the Investigations staff as a criminal investigator, transferring from USIA.

Office of Security Oversight: On February 19 the office commenced a compliance followup review of security at Soviet posts ... The Inspections Division issued a compliance followup review of security at the U.S. interests section, Havana, and three security oversight reports on embassy facilities in Sudan, Ethiopia and Switzerland. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: RODERICK MACKLER, analyst, lectured at Lycoming College, Williamsport, Pa., on the future of Europe, January 21 ...

INTELLIGENCE AND RESEARCH—Richard P. Collins, chief, Control Division, Office of Intelligence Liaison, accepts on behalf of the division a Superior Honor Award for national security support. With him are Assistant Secretary Douglas P. Mulholland and wife Linda Collins. Mr. Collins was called to active duty by the Army on March 1.



MARTHA MAUTNER, deputy director, addressed the National Defense University foreign policy seminar on Soviet foreign policy, January 29; briefed National Governors Association spouses at the Department, on Soviet and East European developments, February 4; and addressed the social sciences staff conferences of the Greenwich secondary schools system, on Soviet-East European developments, in Greenwich, Conn., February 15 ... NICOLAS LANG, division chief, spoke at the Marine Communication Officers School at Quantico, Va., an "Post-Communist Europe," February 7. □

Inter-American Affairs

Assistant Secretary BERNARD W. ARONSON hosted the Central American chiefs of mission conference in Washington, January 8-9 ... He accompanied Attorney General RICHARD THORNBURGH to the January 14 inauguration of Guatemalan President JORGE SERRANO, and participated in discussions with the new president ... Mr. Aronson spoke at a January 28 conference in Washington sponsored by the Institute for Liberty and Democracy, a Peruvian organization, concerning economic reform, development and counternarcotics efforts in Peru and elsewhere in the hemisphere ... Mr. Aronson was a member of the presidential delegation, led by

SANTIAGO, Chile—At award ceremony, left to right: *José Rifo, Arsenio Molina, Guillermo Navarrete.*



SÃO PAULO, Brazil—*Abdo Catib, center, maintenance supervisor, retires after 33 years of service. With him are Donald B. Harrington, right, acting consul general, and administrative officer Edmund E. Aikins.*

Secretary LOUIS SULLIVAN, that attended the February 7 inauguration of Haitian President JEAN-BÉRTRAND ARISTIDE ... Mr. Aronson met with President Aristide during the trip ... On February 11 he addressed a Washington gathering of Central American business people affiliated with Caribbean/Latin American Action, on economic and political developments in the hemisphere ... He participated in an "Arnet," February 14, with journalists in Peru, Colombia and Bolivia, concerning the first anniversary of the

BOGOTA, Colombia—Meritorious Honor Award is presented to general services installation team. Left to right, front: *José Sáenz, Guillermo Latorre, Félix Varón, Darío Gil, José Aldana, José A. Zamora, Germán*

Cartagena drug summit ... On February 25 he joined Under Secretary ROBERT KIMMIT for an "Arnet" with journalists in Mexico, Venezuela, Argentina, Ecuador and Brazil, concerning events in the Persian Gulf ... On February 26 he attended PRESIDENT BUSH's meeting with Colombian President CESAR GAVIRIA, as well as SECRETARY BAKER's meeting with the visiting president.

Deputy assistant secretary MICHAEL G. KOZAK received the Presidential Rank Award from President Bush at a White House ceremony, January 9 ... On January 24 he received the Distinguished Executive Achievement Award from the Senior Executives Association, at its annual awards program at the National Press Club. Mr.

Espinosa, Carlos Guerra. Back row: Julio Gutiérrez, Saín Vega, Reinaldo Muñoz, José R. Cante, Germán Escobar, Alvaro Hernández, Ambassador Thomas E. McNamara, Ronald L. Gain, Adriano Romero, Anibal Peñuela.





BOGOTA, Colombia—At farewell ceremony for departing Foreign Service national employees, left to right: Jaime Alvarez, Susana Hernández, Leonel Sanabria, Ambassador Thomas E. McNamara, Carlos Guerra, Alba-Rosa Garay, Leonor de Montaña.

Aronson accompanied him.

Deputy assistant secretary DAVID MALPASS spoke to Council of the Americas members at a February 27 briefing on the Enterprise for the Americas Initiative and trade and investment issues in Latin America ... He was a panelist at the National Leadership Council session organized by the Center for Strategic and International Studies, February 28, concerning the North American free trade agreement and the Enterprise for the Americas Initiative. □

International Narcotics Matters

Deputy assistant secretary PARKER BORG traveled to Japan to participate in a Japanese and UN Social Commission for Asia and the Pacific antinarcotics conference, February 13-15 ... From Tokyo, he traveled to Islamabad and New Delhi for consultations on international narcotics control programs ... Before returning to Washington on February 27, he stopped in London for discussions with Foreign Office officials.

Senior program analyst RAYBURN F. HESSE was a member of the U.S. delegation to the February meetings of the Financial Action Task Force. He chaired the U.S. Government delegation to Working Group 3, which is planning the future of the task force, including the issue of evaluating comparative performances among nations ... Mr. Hesse traveled to London, where he consulted with British officials on money-laundering issues ... Also in February, he lectured on intelligence issues related to money-laundering, in separate seminars conducted by the Defense Intelligence College and by the Internal Revenue Service.

Program officer JOANNE M. THOMPSON took an orientation trip to India and Pakistan,

November 22-December 8, to assess counternarcotics efforts and bureau programs. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON traveled to New York for consultations with members of the Security Council. He also met with the special representative of the secretary general on humanitarian issues arising from the Gulf crisis, Prince SADRUDDIN AGA KHAN ... Principal deputy assistant secretary JOHN WOLF addressed students of the Woodrow Wilson School for Public Policy at Princeton University, on the role of the United Nations in the Gulf crisis ... MOLLY WILLIAMSON, director, Office for UN Political Affairs, gave the keynote address for the model UN program hosted by Georgetown University in Washington ... SUZANNE BUTCHER, deputy director, same office, discussed U.S. policy at the United Nations with students representing the United States at the Georgetown model UN ... CAROLE W. MEDEIROS has transferred from the Bureau of Diplomatic Security to the Office of U.S. Budgetary Presentation and Payments. □

Legal Adviser's Office

EDWIN D. WILLIAMSON, the legal adviser, traveled to The Hague for discussions about matters before the Iran/U.S. Claims Tribunal. Accompanying him were MICHAEL J. MATHESON, principal deputy legal adviser, and RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes ... BRUCE C. RASHKOW, assistant legal adviser for UN Affairs, traveled to New York to attend a seminar on international law careers ... JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Lisbon to participate in Angolan peace talks ... HAROLD S. BURMAN, attorney-adviser for private international law, traveled to Los Angeles to attend a meeting on the Unidroit convention ... JO BROOKS,

CLIFTON JOHNSON and WYNNE TEEL, attorney-advisers, Office of International Claims and Investment Disputes, traveled to Philadelphia to gather information relating to the B/1 case before the Iran/U.S. tribunal.

People: Joining the bureau were SUSAN PAGE, attorney-adviser, assigned to the Office of Politico-Military Affairs; CHUCK SHEEHAN, detailed from the Department of Justice to the Office of Oceans, International Environmental and Scientific Affairs; FRANK MCKENNA, secretary, assigned to the Office of Ethics and Personnel, Financial Disclosure Division; GINETTE STEVENS, secretary, assigned to the Office of Special Functional Problems; and ETTA WILSON, secretary, assigned to the Office of Politico-Military Affairs ... Leaving the bureau were PATSY B. SCHAUBEL, SUZANNE VOLPE and CARITA J. FRANK. □

Legislative Affairs

Deputy assistant secretary RICHARD W. MUELLER, on February 7, addressed visiting parliamentarians from Mongolia, on executive-legislative relations ... Legislative management officer BOB BRADTKE traveled with a congressional delegation, headed by Conference on Security in Europe Commission chairman STENY HOYER, to the Baltic states and the Soviet Union, February 10-15. The delegation met with Baltic officials in Riga, Vilnius and Tallin, and with Russian Republic president BORIS YELTSIN in Moscow.

Special assistant GLEN CAREY briefed incoming Foreign Service officers on executive-legislative relations in the foreign policy arena, February 6 ... ERIC LIEF has departed to join the staff of the Committee on Foreign Affairs' subcommittee on international operations ... KAMALA WEATHERS has joined the staff as correspondence officer. □

Medical Services

Dr. JOHN LYONS, regional medical officer in Bamako, visited the Office of Medical Services while on rest and recreation ... KAREN MCGUIRE-RUGH, Foreign Service nurse practitioner, and husband MIKE RUGH, in conjunction with the Embassy Mogadishu evacuation, boarded a U.S. naval ship, then took air transport, January 5-12, on their way home ... Dr. KENNETH BABCOCK, regional medical officer in Vienna, was medically evacuated to Florida, January 5 ... Dr. TOM VALK, regional medical officer/psychiatrist, was on board with Ambassador NATHANIEL HOWELL and the last hostages from Kuwait, then took personal leave in the United States before returning to Cairo in January ... Dr. RICHARD BIENIA, regional medical officer in Monrovia, departed post at the beginning of February; he will be director of the Office of Medical Services health clinic, replacing Dr. JOHN BLANTON, who is on sick leave ... A rehired annuitant, Dr. FERGUSON REID, was regional medical officer in Monrovia for about six

weeks beginning February 1.

The embassy evacuations in mid-January brought back to Medical Services staff members EDNA FARRINGTON, Rabat, and CAROL DORSEY, Nouakchott, nurse practitioners; and Dr. JOHN WILLIAMS, Khartoum, and Dr. JOHN CHRISTENSEN, Sanaa, regional medical officers ... BARBARA KOCH, Foreign Service nurse practitioner, finished her year of continuing medical education and consulted in Medical Services prior to traveling, the beginning of February, to Rome, her next posting ... JILL CHOBANIAN, RITA SIEBENALER and ANNE WEISS, social workers in the Employee Consultation Service, led support groups for Department family members of U.S. troops in Desert Storm, meeting every Tuesday and Thursday at noon in the Department ... Educational and emotional concerns of employees with cancer are being addressed and discussed by Ms. Siebenaler during the cancer survivors group spring meetings, which began February 11.

Dr. ELMORE RIGAMER, associate medical director of mental health services, addressed the issue of dealing with children's fear of violent world events, at the Department, during a lunch-hour session on January 29; this was the opening of a four-session weekly series: "Helping Families Cope with Violence and the Dislocation of Evacuation." ... Dr. JOHN WILLIAMS, evacuated regional medical officer from Khartoum, has been the temporary regional medical officer in Vienna, covering the eastern bloc countries of that region, since February 1 ... CHARLES ROBINSON, chief medical technologist; MARILYN KENNEDY-STREETER, MARVA GULLINS and ROBBIN WATERS, medical technologists in Medical Services; and regional medical technologists MARY AWANTANG (Cairo), JOHNNIE JACKSON (Islamabad), TOM BAUR (Jakarta), JOYCE CARROL (Kinshasa), CAROL FRANCIS (Lagos), JACK BRIGGS (Moscow) and PAULINE TURNER (New Delhi) were in Nashville, March 2-7, for continuing medical education.

Dr. JEROME KORCAK, regional medical officer in Mexico and former medical director, retired from the Foreign Service in January ... JANE WHITE, Foreign Service nurse practitioner from Prague, entered the retirement seminar January 26 ... In January, Dr. RODNEY JOHNSON, retired Foreign Service medical officer/psychiatrist and a military reservist, was sent to Desert Storm in Saudi Arabia ... PAT QUARTI, contract nurse in Kinshasa, visited Medical Services, January 28, upon accompanying a patient to Washington ... SANDRA MOORE, Foreign Service nurse practitioner from Yaounde, consulted in Medical Services, the beginning of February, after she accompanied a medical evacuee to Washington.

Dr. DAVID WHERRY, consulting surgeon in the examination clinic, was called from reserve status to serve at Andrews Air Force Base, February 1 ... SUSAN SMITH, Foreign Service nurse practitioner in Cairo, consulted in Medical Services during her rest and recreation in January, prior to returning to Cairo ... Dr. ROBERT FULLER, regional medical officer whose last

post was Bridgetown, retired from the Foreign Service in January ... After ending her home leave, DONNA SCHLOSS, Foreign Service nurse practitioner from Rome, consulted in Medical Services, the beginning of February, prior to 10 weeks of Spanish classes in preparation for her next posting in Managua ... Dr. CHAD MEYER, regional medical officer from Dakar, visited Medical Services in February.

Foreign Service people in Barbados, Port-of-Spain, Georgetown, Paramaribo and Santo Domingo were to be visited and provided medical care, February 26-March 14, by Dr. ARTHUR ROLLINS, who left his directorship of medical clearances in Medical Services in the hands of Dr. JOHN CHRISTENSEN for the interim ... Before his evaluation trip to review health unit operations in Tokyo, Beijing, Guangzhou, Hong Kong, Manila, Taipei, Bangkok and Jakarta, February 26-March 20, Dr. PAUL GOFF, medical director, attended the infectious and parasitic disease conference in Birmingham, Ala., February 18-22 ... From February 26-March 23 Dr. Rigamer was to travel to Vienna, Rome, Cairo, and Hong Kong to foster preventive substance abuse programs and to address the issue of children and adults coping with national disasters. Also, overall Department mental health programs were to be examined ... Nurse practitioner-evacuee CAROL DORSEY served on the Kuwait task force in the Department in February, then worked in Medical Services, aiding in the clearance process ... EDNA FARRINGTON, nurse practitioner, on evacuation from Rabat, served on the medical clearances force in Medical Services in February.

Dr. EMIL VON ARX, deputy medical director, was to visit Moscow, Belgrade and Vienna, March 16-22, for evaluation of Department medical programs ... A counselor in Medical Services' Alcohol and Drug Awareness Program, ED READ, was planning to discuss issues of alcoholism and drug abuse in Abidjan, Accra, Lagos, Niamey, Douala, Yaounde and Paris, March 11-April 14 ... Regional medical officer Dr. MICHAEL NESEMAN consulted in Medical Services, February 27, after accompanying a patient from New Delhi ... At the end of February, Foreign Service nurse practitioner BARBARA MAHONEY began a three-month period in the United States, upon transfer from Ouagadougou to Bucharest, during which she took area studies, Romanian language studies and continuing medical education, besides going on home leave. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary CURTIS BOHLEN headed the U.S. delegation for UN-sponsored negotiations on a framework convention on climate change, in Chantilly, VA., February 4-14 ... ROBERT REINSTEIN, deputy assistant secretary for environment, health and natural resources, was the chief U.S. negotiator for the talks. Also participating were DANIEL REIF-

SNYDER, director; STEPHANIE KINNEY, deputy director; JEFF MIOTKE and JONATHAN PERSHING, Office of Global Change ... From February 21-22 Mr. Bohlen, accompanied by STEPHANIE CASWELL, Office of Ecology, Health and Natural Resources, led a U.S. delegation for intergovernmental consultations on a global forest agreement, in Geneva.

Principal deputy assistant secretary RICHARD J. SMITH chaired the conference on conservation and management of living marine resources in the central Bering Sea, at the Department, February 19-21. There were delegates from China, Japan, Korea, Poland and the Soviet Union ... The deputy assistant secretary for oceans and fisheries affairs, DAVID COLSON, led the U.S. delegation, which included LARRY SNEAD, director, Office of Fisheries Affairs; GEORGE HERRFURTH, same office; and DONNA DARM, Legal Adviser's Office ... Mr. Smith traveled to Cleveland, February 22, to give a keynote address on international environmental issues at the City Club.

RICHARD E. BENEDICK, on detail as senior fellow of the World Wildlife Fund, was keynote speaker at a January 22 conference of 3M Corp. executives in St. Paul ... On February 8 he participated in a televised panel on global warming at the Camden Conference, Camden, Me., and from February 18-19, in Berlin, he spoke on environmental diplomacy at the German Foundation for International Development, the East West Economic Academy and the Science-Center-Berlin ... DWIGHT MASON, director, and GARY USREY, deputy director, Office of Environmental Protection, traveled to Montreal, Canada, December 17-19, to attend the second meeting of the executive committee of the Multilateral Fund for the Montreal Protocol on the Protection of the Stratospheric Ozone Layer.

Mr. Colson traveled to Ensenada, Mexico, and La Jolla, Calif., January 9-19, to participate in dolphin conservation meetings. Accompanying him were BRIAN HALLMAN, deputy director, Office of Fisheries Affairs, and DONNA DARM, attorney-adviser, Office of the Legal Adviser ... RAYMOND ARNAUDO, head of the Division of Polar Affairs, led the U.S. delegation to the third preparatory meeting on Arctic environmental protection, in Kiruna, Sweden, January 15-17 ... On December 11 MAUREEN WALKER, Office of Oceans Affairs, traveled to New York to serve on the U.S. delegation to U.S./China meetings on deep seabed mining.

The assistant director of the Office of Advanced Technology, PETER RENSEMA, attended an emergency landing site discussion at the Johnson Space Center, Houston, January 30-February 1 ... CARLTON STOIBER, director, Office of Non-Proliferation and Export Policy, met with Dutch officials for discussions on the U.S./Ureco agreement for nuclear cooperation, in Netherlands, December 5 ... On December 6 he held nuclear agreements consultations in Brussels with the European Commission ... ELEANOR BUSICK, deputy director, Office of Non-Proliferation and Export Policy, attended the fifth annual American Association for the

BUREAU NOTES

Advancement of Science colloquium on science and security, in Washington, December 13-14. □

After three years of negotiations under the direction of the bureau, a new international organization, the North Pacific Marine Science Organization, will be established to promote and coordinate marine scientific research in the northern Pacific and the Bering Sea. Representatives of Canada, China, Japan, the Soviet Union and the United States signed a final report in Ottawa on December 12, recommending that the governments formally approve a convention to establish the organization. It will focus on research on the ocean environment and its interactions with land and atmosphere; its role in and response to global weather and climate change; its flora, fauna and ecosystems; its uses and resources; and impacts upon it from human activities. Such studies are seen as relating not only to the effects of fishing and environmental change on fish stocks, but also to such issues as the impacts of oil spills and other forms of pollution, and the eventual consequences of climate change for uses of the ocean and its resources.

After ratification by three of the five countries, the convention will enter into force (expected next year), and other nations will be invited to accede. The secretariat will be in Sidney, British Columbia. The first chairman will be Professor WARREN S. WOOSTER of the University of Washington's College of Ocean and Fishery Sciences. Upon invitation of the head of the U.S. delegation, SYLVIA EARLE, chief scientist of the National Oceanic and Atmospheric Administration, a scientific planning meeting will be held in Seattle sometime in the second half of this year. □

Politico-Military Affairs

Deputy assistant secretary ELIZABETH VERVILLE addressed the Electronic Industries Association international business council, on proliferation controls, February 14 ... On February 18 she traveled to New York to be the keynote speaker at the Cardozo School of Law for its annual International Law Careers Day.

Office of the Executive Director: JAMES PHILLIPS has joined the staff as budget officer. He is on transfer from Nairobi ... DONALD HUNTER and Mr. Phillips attended a management training class, February 28-March 1 ... ANTHONY GRASSI has joined the staff as assistant general services officer. He is an evacuee from Tunis ... RUSSELL BAUM, a graduate student at Georgetown, has joined our staff as an intern.

Office of Defense Relations and Security Assistance: Marine Colonel MICHAEL SMITH, Air Force Lieutenant Colonel DENNIS MURPHY and Navy Commander ROBERT MAGGI, as part of Desert Storm, provided around-the-clock coverage as the State representatives to the Joint Chiefs of Staff and Department of Defense crisis action teams ... Other personnel manned the Department's task force around the clock as coordinators and special advisers (deputy director WILLIAM SIEFKEN; Navy

Commander HOWARD SIDMAN; Army Lieutenant Colonel JASON GREER) and team members (STEVEN HONLEY, MICHAEL SLACK, PETER TINSLEY, DENISE VALOIS, KARMA JOB, WILLIAM KRUG, THOMAS BUCKLEY, BERNETA GARRETT, VIRGINIA MAY, PAUL ALMEIDA and CRAIG DAVIDSON) ... Deputy director DOUGLAS KINNEY has completed his sixth month as assistant political adviser to the military's Central Command in Riyadh, Saudi Arabia.

Temporarily assigned to the section, filling in for regulars assigned to the war effort, were evacuees from Embassy Khartoum (DAVID REUTHER, ROBERT DOWNEY and JOAN CAPELLUPO) and Dar es Salaam (ROBERT BENTLEY) ... MICHAEL SLACK spoke on East Asian security assistance issues, at the Defense Institute for Security Assistance Management, Wright-Patterson Air Force Base, Dayton, O., February 5 ... WILLIAM KRUG, THOMAS BUCKLEY and BERNETA GARRETT managed extensive preparations for the annual congressional presentation document ... On February 28 director MICHAEL COTTER addressed the executive seminar at the Department of Defense Institute for Security Assistance and Management, in Dayton.

Office of Weapons Proliferation Policy: SUSAN BERGER was a member of the U.S. delegation hosting the third Soviet visit to the United States under the 1989 Wyoming memorandum on chemical weapons, which seeks to promote openness and facilitate negotiations on a verifiable chemical weapons ban. The visit took place during February 12-21, and included visits to DuPont Chamber Works, Phosphate Development Works and Johnston Island.

Office of Defense Trade Policy: MARA TEKACH-BALL, an evacuee from Nouakchott, joined the staff on February 4. She has been assigned to legislative issues and licensing cases for China. She will depart for her onward assignment to Naimey in June.

Office of Strategic and Theater Policy: Officers abroad include action officer STUART SELDOWITZ, who was in Geneva as an adviser at the Strategic Arms Reduction Talks, and action officer SCOTT YEAKEL, who was also in Geneva as the Department representative on the Special Verification Commission implementing the intermediate-range nuclear forces treaty ... Action officer PATRICIA HANSCOM traveled to Ottawa to attend a symposium on verification sponsored by the Canadian government ... Action officer ALFREDA MEYERS left the office to begin language training, prior to an onward assignment ... Presidential management intern STEVEN COSTER has joined the office for a six-month rotation. □

Refugee Programs

PRINCETON N. LYMAN, bureau director, met with JUAN PRAT, director general for external relations, Commission of the European Economic Community, and ENDYMION WILKINSON, one of its senior officials, to dis-

cuss the repatriation and reintegration program for Vietnamese asylum-seekers in third countries who wish to return voluntarily to Vietnam. The organization plan aims to reach 8,000 such persons over a two-and-a-half-year period, at a cost of \$165 million. ROBERT L. FUNSETH, senior deputy assistant secretary, participated ... Mr. Lyman and Mr. Funseth met with JAMES N. PURCELL JR., director general, International Organization for Migration, and its newly-appointed Washington chief of mission, FRANCES SULLIVAN, to discuss activities in the Persian Gulf, organization membership, its planned initiatives in Hungary and Cambodia, the comprehensive plan of action for Indo-Chinese asylum-seekers and an assistance proposal for the Hebrew Israelite community. SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, with PRISCILLA A. CLAPP, deputy assistant secretary for refugee admissions and bureau staff, participated ... Mr. Lyman, Mr. Funseth, Ms. Moten and Ms. Clapp met with ANDRE VAN CHAU, secretary general, International Catholic Migration Commission ... Mr. Lyman chaired a meeting attended by representatives of private voluntary agencies (Interaction); and met in New York with Prince SADRUDIN AGA KHAN, the UN secretary general's special representative to the Gulf, and with the new UN high commissioner for refugees, SADAKO OGATA ... RALSTON DEFFENBAUGH JR. called on Mr. Lyman and Mr. Funseth as the new executive director of the Lutheran Immigration and Refugee Service ... Mr. Lyman was the keynote speaker at the operational staff conference of Church World Service ... Mr. Funseth accepted, on behalf of the bureau, from director general EDWARD PERKINS, the President's award to bureau employees "for their extraordinary support of voluntarism through the Combined Federal Campaign." Present were keyworkers EVELYN E. WHITAKER, NORA D. DAY and DELORES JUSTICE. Not at the ceremony were CAROL A. FREEMAN and KELLY T. CLEMENTS.

MARGARET J. McKELVEY, director, Office of African Refugee Assistance, participated in a multidonor technical meeting and an evaluation of refugee assistance and protection in Addis Ababa ... CAROL B. HARRIS, program officer, Office of Refugee Admissions and Processing, is assisting the embassy in Sierra Leone with the extra workload generated by the presence of Liberian refugees ... BETSY A. FITZGERALD, KAREN L. McCARTHY and JOYCE L. JOHNSON, program officers, Office of Reception and Placement, monitored voluntary agencies' national headquarters operations in New York ... DEMETRIOS PAPA-DEMETRIOU, Department of Labor, briefed the bureau on his trip to Geneva for a conference on South and North migration.

The following staffers were evacuated from posts and are stationed in Washington: from Khartoum—DAVID REUTHER, PATRICIA JOHNSON and REGINA LEE; from Islamabad—SANDRA DEMBSKI and JAYNE KOBLISKA. ■

More

—(Continued from Page 1)

eler, not the travel experts, to ensure that Government travel complies with existing regulations. In effect, then, our regulations require us to become our own travel agents and budget and fiscal officers. Our notorious assignments system requires that we be our own personnel officers. A letter published in your magazine in January calls for us to be our own transportation officers. Horror stories abound which cite the need for us to become our own administrative officers in other circumstances.

Certainly we must all be vigilant to avoid waste, fraud and mismanagement. But misguided regulations such as those cited in the article, designed to prevent waste, often lead to mismanagement. Many State Department officers must now spend ridiculous amounts of time and energy performing work that could logically and more efficiently be done by experts. In so doing, we ourselves become inefficient for a time in our own jobs. Wouldn't it be simpler to hold officers accountable for their own work?

Sincerely,
JULIETA VALLS NOYES
Panamanian desk □

On learning languages

PARIS, FRANCE

DEAR EDITOR:

I write to support director general Edward J. Perkins' statement that U.S. diplomats will have to know foreign languages at the S-4/R-4 level (STATE, January).

Those of us who leave the Foreign Service Institute with an S-3/R-3 for sophisticated capitals such as Paris quickly find out how inadequate it is for the serious discussion of complex foreign policy issues. For those officers who must get to post before attaining an S-4/R-4, the Department should make funding available for serious language training at post.

Sincerely,
MICHAEL A.G. MICHAUD
Counselor for scientific and
technological affairs ■

Anapestic Assignments

by ebp

There once was an FSS assigned to
Sweden,

Who said: "This will give me a good
chance to feed in

"The land of the smorgasbord.

"So, I can give you my word

"That I'm pleased to go to that Garden of
Eden!" □

What's a cookie pusher?

Editor's note: STATE'S March cover featured "cookie pushers in Tel Aviv" (wearing gas masks). Several readers asked what the term means. As defined in the Merriam-Webster dictionary, a cookie pusher is "a careerist (as a diplomat) attentive to form and protocol but generally pliant and without force." The term is generally intended as a sardonic comment on the kind of life that diplomats are said to lead. □

Ask Dr. Goff

—(Continued from Page 21)
regression. They may develop night fears or lose toilet-training abilities. Older children may have stomachaches on school mornings, or may not be able to concentrate in school. Aggressive themes often show up in their play. Tolerating regression, listening to concerns and providing frequent reassurances about safety help them to give up these behaviors more quickly.

Q.

What happens when a crisis ends suddenly? Are there any special concerns that need to be addressed at that time?

A.

When a crisis ends, the feelings that were

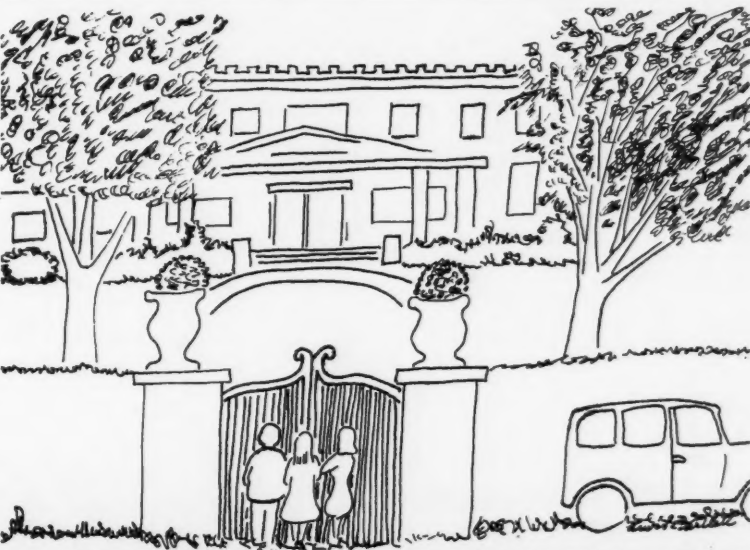
stirred up don't just disappear. Your children were confronted with a real challenge to their safety. If they were able to talk to you, they will have gained strength from the experience. This can be looked back on as a time when your children learned an effective way of dealing with life's challenges. □

Volunteers needed

The National Institutes of Health in Bethesda, Md., is seeking volunteers for research studies on (1) the extraction of wisdom teeth and new pain medications (for information, call (301) 496-8896); (2) chronic facial pain (call (301) 496-8896); and (3) dry mouth caused by radiation therapy in the head/neck region (call (301) 496-4371 or 496-2069). □

Medical Laboratory Week

The week beginning April 14 is National Medical Laboratory Week, says State's Office of Medical Services, whose laboratory provides support for more than 31,000 Foreign Service employees and their dependents worldwide. The laboratory here monitors 38 small embassy laboratories, and Foreign Service regional medical technologists are posted in Jakarta, New Delhi, Moscow, Cairo, Islamabad, Kinshasa and Lagos. Last year, according to the office, the laboratory performed more than 500,000 tests. ■



"Yes, it is beautiful! But I'm afraid that this type of housing is only available for contractors."

Superior, Meritorious Awards

Superior Honor Awards

Bagley, Gertrude S., FP-06, Port-of-Spain*
 Borom, Jeraldine N., FP-06, Port-of-Spain*
 Bruns, Judson L., FO-02, Port-of-Spain*
 Chaddic, Joe, FP-01, Bonn
 Clark, John E., FE-MC, Barbados
 Elizondo, Cecilia, FP-04, Melbourne
 Fontenot, Ronnie J., FP-04, Port-of-Spain*
 Galindo, David R., FP-05, Port-of-Spain*
 Hogan, Michael J., FO-01, Ciudad Juarez
 Kenworthy, Holly A., FO-03, Washington
 McBryde, Doris Ruth, FO-04, Port-of-Spain*
 McKenzie, Bruce, FO-02, Port-of-Spain*
 Mecke, Frederick A., FP-01, Washington
 Moore, Wendela, FO-03, Washington
 Seiber, Dr. Marilyn J., GM-15, Washington
 Stephenson, Shelley, FO-04, Port-of-Spain*
 Stirling, Gordon J., FO-02, Port-of-Spain*
 Westcott, Janet Lane, FP-05, Port-of-Spain*
 Wright, Lacy A., Jr., FE—OC, Port-of-Spain*

Meritorious Honor Awards

Abbott, Jan, FP-04, Washington*
 Bass, John R., II, FS-04, N'Djamena
 Bennett, Randall, FP-05, Washington*
 Biegler, Angeline, FO-04, Muscat
 Boone, Rudolph, FO-03, Belize
 Broadwater, Lloyd, FP-04, Washington*
 Brooks, Johny, FO-03, Freetown
 Brown, Raymond Lewis, FP-04, Caracas
 Brown, Stephanie L., FP-04, Libreville
 Buchmiller, Jane B., FP-04, Bamako
 Bullock, Charles, FP-07, Freetown
 Bullock, Sandra, FP-09, Freetown
 Burrell, Rossanna, GS-04, Washington*
 Butcher Jr., Duane C., FP-05, Muscat
 Carlson, Robert, FP-04, Guadalajara
 Carney, Ritche, FP-04, Washington*
 Carroll, Eric, GM-15, Washington
 Childs, Albert L., FS-06, Yaounde
 Chittick, Thomas, FO-01, Guadalajara
 Cohen, Efraim Alan, FO-03, Tel Aviv
 Cole, Elaine Jane, Freetown
 Cooper, Jerry G., FP-06, Freetown
 Coviello, Cheryl, FO-04, Guadalajara
 Craft, William E., GM-15, Washington
 Culpepper, Frances R., FO-02, Bamako
 Davidson, Natalie M., GS-12, Washington
 Deblauw, Kimberly J., FO-04, Lome
 Delapena, Miguel, FP-02, Caracas
 Dorsey, Marie, GS-7, Washington*
 Edwards, Naomi Sue, FP-04, Freetown
 Ensher, Henry S., FO-03, Muscat
 Finkbeiner, John, FO-04, Guadalajara
 Fisher, Richard F., FP-01, Freetown
 Folensbee, Scot, FP-04, Washington*
 Fournier, Raymond J., FP-03, Freetown
 Frankfather, Betty, FP-05, Freetown
 Freeman, Roger M., FO-03, Rabat
 French, Michael, FP-04, Washington*
 Furr, Tammy L., GS-05, Washington*
 Gaines, George D., FP-04, Washington
 Garner, Georgette, FP-06, Geneva
 Grover, Charles H., FP-03, Belize
 Harrison A. James, FP-06, Freetown
 Hester, Atha Frances, FO-06, Moscow
 Hipp, Mark, FP-04, Washington*
 Hoog, John F., FO-01, Washington

Hudson, Helen C., FP-04, Caracas
 Imburg, Elizabeth, FP-03, Washington*
 Jackson, Linda L., FP-07, Berlin
 Janecek-Wall, Meg, Freetown
 Jessip, Monica M., FP-08, Freetown
 Jones, Mark, FP-04, Washington*
 Kidd, Leigh Ann, FS-09, Yaounde
 King, Maria J., FP-05, Washington
 Lamb, Charlene, FP-05, Washington*
 Lane, Miranda M., GS-07, Washington*
 Latimer, Alan B., FO-02, Freetown
 Lindsey, William H., Freetown
 Lofgren, Peter, FP-04, Washington*
 Manley, Alberta T., GS-07, Washington*
 Mason, Donald E., FP-01, Washington
 Matke, Marilyn, FP-06, Bamako
 Maybarduk, Gary, FO-02, Freetown
 McGrath, Matthew, Freetown
 McInturff, Richard L., FS-07, N'Djamena
 Mouzon, Jan E., GS-07, Washington*
 Mummaw, Karen E., FP-08, Dakar
 Neil, David E., FP-05, Freetown
 Nelson, Larry A., FO-01, Washington
 Newcomb, Deborah, FP-06, Freetown
 Newcomb, Thomas M., FP-03, Freetown
 Nye, Marcia L., FO-04, Muscat
 Peterson, Diane, FS-05, Lome
 Pfaff, Jerald E., GS-12, Washington
 Pichocki, Henry, FP-02, Washington*
 Piry, Frederic, FP-05, Washington*

Preston, Jean Ellen, FP-04, Caracas
 Pritchett, James, FO-03, Guadalajara
 Reid, Earline, FP-04, Guadalajara
 Ries, John Neil, FP-06, Freetown
 Salama, Terry, FP-07, Washington*
 Sarisky, David D., FS-02, Dakar
 Schandlbauer, Alfred, FP-05, Guadalajara
 Schofield, G., FP-04, Washington*
 Sears, Gregory, FP-04, Washington*
 Shorter, Elenita M., FP-07, Africa
 Sides, Ann B., FS-03, Dakar
 Smith, Garry, FP-07, Freetown
 Spaulding, Kenneth, FP-07, Freetown
 Specht, Stanley H., FO-02, Caracas
 Stephens, Charles, Freetown
 Thomas, Jeffery, FP-04, Washington*
 Wall, Carol, FP-09, Freetown
 Walton, Charles, FP-03, Washington*
 Watts, Robert M., FO-03, Washington
 Weingarten, William A., FE-OC, Washington
 Weis, Charles, FP-04, Washington*
 White, Alfred J., FO-01, Caracas
 Whiteside, Janet S., FO-04, Berlin
 Wutrich, Daniel, FP-05, Washington*
 Yameogo, Guadalupe, FP-04, Freetown
 Yameogo, Joanny P., FP-07, Freetown
 Young, Johnny, FA-OC, Freetown
 Zavrid, Claire, FP-07, Berlin ■

*Denotes group award.



BONN, Germany—Ambassador Vernon A. Walters presents Meritorious Honor Award to his secretary, Carolyn O. Brooks.

Obituaries

Irene Venit Bald, 75, a retired translator at State, died at Sibley Memorial Hospital in Washington on March 1.

Ms. Bald began her career in the Office of Translating Services in 1945, where she specialized in Slovak, Polish and other Slavic languages. She remained there until her retirement in 1965. She continued to work for the Department on a contract basis for several years.

Ms. Bald was born in Mocanaqua, Pa., on October 29, 1915. She was graduated from College Misericordia. She worked for the Office of Strategic Services, a forerunner of the Central Intelligence Agency, during World War II. Besides her husband of 45 years, Ian Bald of Washington, she leaves two daughters, a son, two brothers and five grandchildren. □

John Sherman Cooper, 89, who had held four ambassadorships, died in Washington on February 21.

Mr. Cooper was named U.S. ambassador-at-large to the UN General Assembly by Secretary Acheson in 1949, after serving two terms as a senator from Kentucky. In 1956 President Eisenhower appointed him ambassador to India and Nepal. He served a final ambassadorship to East Germany, 1974-75.



Mr. Cooper (1955)

Mr. Cooper was born in Somerset, Ky., on August 23, 1901. He earned a bachelor's from Yale and a law degree from Harvard. He received a Bronze Star as an Army captain in Europe in World War II. During his early career, he was a member of the Kentucky legislature and a judge in that state. He was elected to the Senate in 1946 and 1952, and again in 1957 after his ambassadorship to India and Nepal.

He held memberships on the Senate Foreign Relations Committee and the commission to investigate the assassination of President Kennedy. He retired from the

Wrong president

An article in this space in January incorrectly stated that Alexander Asboth, whose remains were returned to the United States recently, had been appointed U.S. minister to Argentina by President Grant. In fact, President Andrew Johnson appointed him. □

Senate in 1972. His survivors include a brother, Richard Cooper, of Somerset, Ky. □

Carolyn J. DeVaughn, 34, a secretary in the Office of Caribbean Affairs, died at Washington Hospital Center on February 17.



Ms. DeVaughn

and the Records Management and Regulations Division. She was assigned to the Audio-Visual Division in 1976, where she was promoted to secretarial assistant in 1978. She joined the Bureau of Consular Affairs as secretary for the Office of Legislation, Regulations and Advisory Assistance in 1981. She began her last position in the Bureau of Inter-American Affairs in 1986. She earned a performance award for her work in the Office of Caribbean Affairs in 1988.

Ms. DeVaughn was born in Washington on April 7, 1955. A service was held for her at Cedar Hill Cemetery in Suitland, Md., on February 23. She leaves her husband, Michael Toogood, a contract employee for the Bureau of Diplomatic Security, her parents, a daughter, three sisters and five brothers. □

Luis W. Garfield, 77, a retired accountant at State, died at Bethesda Hospital in Boynton Beach, Fla., on February 5.

Mr. Garfield began his career at the Department in 1966 as a supervisory accountant in the old Office of Operations. He became a foreign exchange officer there later that year. In 1966 he was assigned as a fiscal specialist. He retired in 1971.

Mr. Garfield was born in New York on October 13, 1913. He received a bachelor's and master's from Benjamin Franklin and a law degree from National University. He served in the Army in Europe during World War II. He retired from the Army Reserve as a lieutenant colonel in 1969.

Before his tenure at State, he worked as an accountant for the General Accounting Office, the Departments of Commerce and Interior and the Air Force. He leaves his

wife, Otilie Garfield of Boynton Beach, a daughter, a son and three grandchildren. □

Mason A. La Selle, 73, a retired Foreign Service officer, died in Honolulu on February 7.

Mr. La Selle began his career at State as a clerk in 1942. He became an administrative assistant in 1947 and an analyst the following year. He went to Geneva as conference attaché in 1951. In 1955 he became political officer in Bonn. He was posted to Berlin as general services officer, 1956-58, and Oslo as administrative officer, 1959-62. After an assignment as a Foreign Service inspector in Washington, he became supervisory administrative officer in Bogota in 1967. His last position, before retiring in 1970, was executive director of the Office of the Legal Adviser.

Mr. La Selle was born in Kit Carson, Colo., on June 26, 1917. He attended Denver University. He was a naval aviator in the Pacific during World War II. After leaving State, he worked for the Christian Science church for nine years in Annapolis, then managed the church's Washington office for six years. He retired a second time in 1985. His survivors include his wife, Grace La Selle of Bethesda, Md., a daughter, a son, a brother, a sister and three grandchildren. □

Pasqual (Marty) Martinez, 54, a communicator in Helsinki on temporary duty in Leningrad, died in a fire at the Hotel Leningrad on February 23.

Mr. Martinez joined the Foreign Service in 1961 and went to Paris as a communications clerk the following year. He served in Tehran, 1964-66, and Rome, 1966-69. He went to Frankfurt as a communications and record assistant in 1969. After an assignment in the Bureau of Administration, he became a support communications officer in La Paz in 1974. He served again in Rome in 1975, then returned to the Department's Diplomatic Mail and Pouch Branch in 1978. He went to Moscow in 1981 and Vienna in 1982. Then he was assigned to Casablanca, 1984-87. He began his posting in Helsinki in 1987. He had volunteered for the temporary assignment in Leningrad, where he assisted consular officers in keeping Washington informed of developments in the Baltics. He was due to retire this spring.

Mr. Martinez was born in Brawley, Calif., on April 11, 1936. He served in the Air Force, 1955-59. Before coming to State, he worked for the U.S. Immigration Service and the Postal Service. His sur-

vivors include his wife, Mirja Martinez, a stepson and two sisters. □

John E. Mellor, 68, a retired Foreign Service officer, died in Leesburg, Fla., on February 8.

Mr. Mellor joined the Service in 1955 and went to London as economic officer later that year. He became commercial officer there in 1957. Then he was assigned to Warsaw, 1958-60, and the Bureau of European Affairs, 1960-63. After attending the Industrial College of the Armed Forces, he became economic counselor in Oslo in 1964. Next, he was an international economist in the Bureau of European Affairs, 1969-71, and commercial and economic attaché in Ottawa, 1971-73. He went to Tokyo as commercial officer in 1975.

He returned to the Department as chief of the Commodity Control Division in 1960. After attending the Industrial College of the Armed Forces, he became economic counselor in Oslo in 1964. Next, he was chief of the International Business Affairs Division, 1969-71. He served as commercial counselor in Ottawa, 1971-75, and Tokyo, 1975-76. His final posting, before retiring in 1978, was commercial counselor in Manila.

Mr. Mellor was born in New York on August 1, 1922. He earned a bachelor's and master's from George Washington. He served in the Army during World War II. Before his tenure at State, he worked for the Foreign Economic Administration. Besides his wife, Carol Krause Mellor of Leesburg, he leaves three sons, a sister and three grandchildren. □

Karl L. Rankin, 92, who had been an ambassador to Taiwan and Yugoslavia, died of prostrate cancer in Kennebunkport, Me., on January 15.



Mr. Rankin (1957)

Belgrade in 1940.

He was headed for a posting in Cairo by way of Manila when he was interned by the Japanese during World War II. He was

Mr. Rankin joined the Foreign Service in 1927 and went to Prague as assistant trade commissioner later that year. He became commercial attaché there in 1929. After similar assignments in Athens, Tirana and Brussels, he became consul in

held in detention for 21 months before being repatriated in an exchange of prisoners.

After serving as commercial attaché in Cairo and Athens, he became economic counselor in Vienna in 1946. Next, he was consul general in Jerusalem and Shanghai. He became chargé in Taipei in 1950 and ambassador the following year. He wrote a book, "China Assignment," about his seven years there. In 1957 he was named ambassador to Belgrade. He retired in 1961.

Mr. Rankin was born on September 4, 1898, in Manitowoc, Wisc. He received a bachelor's from Princeton. He served in the Navy during World War I. After the war, he was a field engineer in Turkey and the Soviet Union, where he supervised relief efforts in the Caucasus. His survivors include his wife, the former Ruth Thompson Garcelon, of Punta Gorda, Fla. □

Arthur R. Richards, 83, a former ambassador to Ethiopia, died in Bethesda, Md., on February 22.

Mr. Richards joined the Foreign Service in 1930 and went to Guadalajara later that year. He became vice consul in Tehran in 1931. Then he served as vice consul in Jerusalem, Cairo and Cape Town. He went to Pretoria as second secretary in 1942. After attending the National War College, he returned to Tehran as deputy chief of mission in 1949.

He headed the Office of Greek, Turkish and Iranian Affairs, 1952-54. In 1954 he became consul general in Istanbul. Next, he was a special assistant to the under secretary for the law of the sea, 1956-60. In 1960 he was named chief of mission in Addis Ababa. He was detailed to the Arms Control and Disarmament Agency, where he served as ambassador to 18-nation conferences in Geneva, 1963-64. He held a final position on the Board of Examiners before retiring in 1966.

Mr. Richards was born in Emmett, Io., on June 21, 1907. He earned a bachelor's from George Washington. After leaving State, he was executive director of the National Council for Community Services to International Visitors and executive vice president of Meridian House International.



Mr. Richards (1960)

He was also a member of the board of Diplomatic and Consular Officers, Retired. He leaves his wife, Ida Richards of Bethesda, two sons, a daughter, four grandchildren and a great-grandchild. □

Thomas J. Ranson, 67, a retired personnel officer at State, died in Alexandria, Va., on December 29.

Mr. Ranson began his career at the Department in 1950 as a clerk in the old Transportation Branch. He became an administrative assistant in the Bureau of Personnel's Executive Office in 1954. He was promoted to administrative officer there in 1956, and supervisor in 1959. He was assigned to the director general's staff, 1961-71. Next, he was a personnel planning officer and an employee services specialist, 1971-75. He became director of the Office of Employee Relations before retiring in 1978. He holds the Department's Meritorious and Superior Honor Awards.

Mr. Ranson was born in Ohio on November 23, 1923. He served overseas in the Army during World War II. He received a bachelor's in economics from the University of Dayton. He leaves his wife, Agnes Ranson of Alexandria, Va., a daughter and a son. □

Harry Hitchins Schwartz, 76, a retired Foreign Service officer, died in Easton, Md., on February 15.

Mr. Schwartz joined the Service in 1940 and went to Vancouver later that year. Then he was assigned to Tangier, 1941-43, and Leopoldville, 1943-45. He received the Medal of Freedom for his work in assisting Allied landings in North Africa. He returned to Washington in 1945, where he served as assistant chief of the old African Affairs Division, executive secretary of the Policy Planning Staff and assistant to the National Security Planning Board.

Mr. Schwartz went to Bonn as first secretary in 1956. He became counselor for political affairs in Tehran in 1960. He was detailed to the Department of Defense in 1963 and the White House in 1965. He held a second assignment at the Department of Defense as deputy assistant secretary, 1967-71. His last position before retiring in 1971 was special assistant to the Secretary for narcotics matters.

Mr. Schwartz was born in Columbus, O., on November 8, 1914. He earned a bachelor's from Princeton. In addition to the Medal of Freedom, he received awards from the Department of Defense and the Bureau of Narcotics and Dangerous Drugs.

He leaves his wife, Maria Schwartz of Easton, four sons, a daughter and 12 grandchildren. □

Ana Karina binte Abdul Aziz Shaari, 21, stepdaughter of retired Foreign Service officer Ronald Palmer, died of leukemia at George Washington University Hospital in the District of Columbia on December 18.



Ms. Shaari
and 1989.

Ms. Shaari had lived in Malaysia before joining Mr. Palmer and his wife, Tengku Intan, in Washington during the final stage of her illness. She had visited them in Mauritius, where her stepfather was ambassador in 1988

and 1989. She attended the Bukit Nanas Convent School in Kuala Lumpur, the Malaysian capital, and the Muslim Ladies College in Ipoh. Besides her mother and stepfather, she leaves two sisters. □

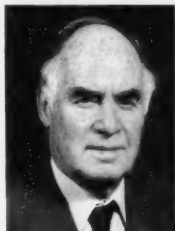
Earl E. T. Smith, 87, a former ambassador to Cuba, died in Palm Beach, Fla., on February 15.



Mr. Smith (1957) was named chief of mission by President Eisenhower in 1957. He resigned his post soon after the fall of the Batista government in 1959. He maintained that the Cuban revolution could have been avoided in his book, "The Fourth Floor."

Mr. Smith was born in Newport, R.I., on July 8, 1903. He received a bachelor's from Yale. He was the mayor of Palm Beach, 1971-77. A park was named for him there in 1989. He leaves his wife, Lesly Stockyard Smith of Palm Beach, a son, two daughters, a stepdaughter, nine grandchildren and 17 great-grandchildren. □

Francis L. Spalding, 84, a retired Foreign Service officer and father of Foreign Service officer Peter Spalding, died at Georgetown University Hospital in Washington on March 4.



Mr. Spalding

Mr. Spalding joined the Service in 1931 and went to Panama City as vice consul the following year. Then he was vice consul in Zurich, Stuttgart and Cairo. He went to Reykjavik as consul in 1944. Next, he served in Stockholm, 1945-48, and Hamilton, 1948-50. He went to Athens in 1950. After an assignment at the Department, he became principal officer in Seville in 1954. He was deputy chief of mission in Ciudad Trujillo, 1957-59. He was a supervisory foreign affairs officer in the Bureau of International Organization Affairs before retiring in 1961.

Mr. Spalding was born in Boston on October 30, 1906. He received a bachelor's from Harvard. After his tenure at State, he worked as an investment counselor in Washington. Besides his son, he leaves his wife, Sigrid Spalding of Washington, four other sons, a daughter and five grandchildren. □

William Howard Taft III, 75, a former ambassador to Ireland and father of the ambassador to Nato, William Taft IV, died of cancer in Washington on February 23.



Mr. Taft (1953)

Mr. Taft was named chief of mission in Dublin by President Eisenhower in 1953. The current ambassador to Ireland, Richard A. Moore, praised Mr. Taft's tenure in a statement: "In his four years in Dublin he quickly won respect and friendship in the diplomatic corps and with members of the government and community at every level. He undertook to learn the Irish language, an accomplishment which was widely admired in Irish circles."

After his appointment in Dublin, he joined the Foreign Service. He served on the Policy Planning Staff until 1960, when he became consul general in Lorenzo Marques. In 1962 he returned to Washington,

where he became an adviser to the old scientific, environmental and space affairs bureau. He retired in 1977.

Mr. Taft was born in Maine on August 7, 1915, the grandson of the former President and chief justice, William Howard Taft. His father, Robert A. Taft Sr., and brother, Robert Taft Jr., both served as Republican senators from Ohio.

Mr. Taft earned a bachelor's from Yale and a doctorate from Princeton. He taught English at the University of Maryland, Haverford and Yale. He served as a military analyst during World War II and helped administer the Marshall Plan in Dublin after the war.

Besides his son, he leaves his wife of 48 years, Barbara Taft of Washington, another son, two daughters, a brother and nine grandchildren. □

Dr. William Mobley Watson, 72, former medical director here who started the "Ask the Doctor" column in STATE magazine, died at Warren Memorial Hospital in Front Royal, Va., on March 2.

Dr. Watson joined the Foreign Service in 1966 and went to Tunis the following year. He became medical attaché in Rawalpindi in 1968. After a tour in Beirut, he was assigned to the Office of Medical Services in 1973. He served as medical director, 1975-78, launching the question-and-answer



column in 1977. The feature proved so popular it was continued by later medical directors. He became regional medical officer in Vienna before retiring in 1980.

Dr. Watson was born in Hawkinsville, Ga., on June 27, 1918. He earned a bachelor's from Emory, where he also received his medical degree. After pediatric postgraduate work at Boston's Children Hospital, he maintained a surgical practice in Wooster, O., for 18 years. He served in the Navy in the Pacific during World War II. His survivors include his wife of 47 years, Elizabeth White Watson of McLean, Va., a son, a daughter, two sisters and three grandchildren. ■

Library Booklist

The Arabs

A list of recent and older books

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Library services

—New location: Room 2438.
—Loan of books, periodicals, Government documents, maps.

—Locating, borrowing items from other libraries.

—Daily newspapers (back issues on microfilm). □

Library phone numbers

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THAT'S ALL I
NEED TO KNOW.
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IT!

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BBS



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CTN



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